



ORGANIZATION DEVELOPMENT CONSULTING

Organization Development And Consulting

**William J Rothwell, Jong Gyu Park, Jae
Young Lee**



Organization Development And Consulting:

Consultancy, Organizational Development and Change Julie Hodges, 2017-04-03 Organizations are increasingly investing in consulting capabilities to understand what changes they need to make to keep up the pace with the competition and future proof their business Consultancy Organizational Development and Change is a guide for students and internal and external consultants needing to develop the necessary skills to consult in organizational settings where there is a great deal of complexity It tackles the issues posing the greatest threat to the success of the change programme including how to adapt to rapidly shifting needs deal with the emotional and ethical issues that arise and ensure that the managers take full ownership for the change so that business as usual is established Complete with case studies from the Big Four consultancy groups as well as boutique firms Consultancy Organizational Development and Change shows how to identify and execute interventions in a variety of organizational settings to deliver value It provides guidance on how to develop a value proposition define write and present the business case for the proposed interventions establish credibility and report on the results

Organization Development Wyatt Warner Burke, Debra A. Noumair, 2015 Organization Development Third Edition is today's complete overview of the OD discipline for managers executives administrators consultants and students alike Fully updated to reflect major changes since the classic Second Edition it explains how OD is now practiced and how it is continuing to evolve The authors illuminate each key theory in the field giving readers the background they need to translate theory into action make key choices help organizations learn and lead change

Marketing Organization Development William J Rothwell, Jong Gyu Park, Jae Young Lee, 2017-03-16 Organizational Development OD consultants often face dilemmas when they market their services because there is a gap between clients expectation and the actual role of OD consultants This book is about how to overcome that dilemma by finding effective marketing strategies for a different approach to consulting Marketing Organization Development A How To Guide for OD Consultants focuses on the challenges faced by internal and external consultants in marketing and selling their services By distinguishing between performance consulting and Organization Development OD consulting this book demonstrates why marketing and selling OD consulting services are unique This book meets not only unique OD consultants needs by reflecting the philosophical background of OD and unique marketing challenges but the needs of Human Resource Development HRD managers need who are interested in promoting or selling their change interventions within their organizations This comprehensive book Reviews important terms and popular tools used in the marketing process and outlines the many roles a consultant must fill to obtain and keep the business i e marketer salesperson brand manager account management Describes the criteria for self evaluation as an OD consultant It examines how to identify your strengths and the competencies you need to develop based on OD competencies Provides an introduction to actionable steps and resources for organization development change management and performance management consultants to evaluate unmet needs and opportunities through a niche market for consulting services Covers

how to communicate value to your target customers and how to brand your service Describes various channels of OD marketing such as viral word of mouth and social media marketing Reviews selling tactics for your consulting service and discusses the importance of having a defined sales process to which you adhere *Practicing Organization Development* William J. Rothwell, Roland L. Sullivan, 2005-03-04 Since it was first published in 1995 *Practicing Organization Development* has become a classic in change management Now completely revised and updated editors Rothwell and Sullivan leaders in the field of OD and numerous expert practitioners walk you through each episode of change facilitation You will find exhibits activities instruments and case studies You will get help applying each phase of a popular emerging change making model And you will find include applied research and insights from a wide variety of well known OD practitioners and academicians Included in this comprehensive resource are an instructor's guide ever expanding materials on the Web and a companion CD ROM with PowerPoint slides and supplemental materials *Practicing Organization Development* is packed with useful current proven direction on applying OD principles in the real world order your copy today **Field Guide to Consulting and Organizational Development with Nonprofits** Carter McNamara, 2005 This practical book combines the tools and techniques of the field of Organization Development with the power of systems thinking and principles for successful change in nonprofits The book also addresses problems with traditional approaches to consulting and leading The result is a proven time tested roadmap for consultants and leaders to accomplish significant change in nonprofits You can use this book to accomplish change in small or large organizations whether the organization is dealing with a variety of complex issues or striving to achieve goals for the future **Organization Development and Society** Baruch Shimoni, 2019-03-11 *Organization Development and Society* Theory and Practice of Organization Development Consulting offers a new approach for the practice of organization development OD The new approach a habitus oriented OD HOOD sees consultees thinking and behavior a result of habitus a cognitive structure developed historically in endless interactions between human behavior and social structures HOOD has two goals The first goal is to redefine the objectives of individually oriented OD The focus on habitus and social structure allows individually oriented OD scholars and practitioners to keep their subjective approach which searches for consultees inner world However this subjectivity searches not only for consultees psychological but their social dispositions It views the individual level the habitus as a site of social dispositions that from within the individual consultees generate thoughts and behaviors in a way that closely corresponds with the organization's social structure with power relations and social positions and with accepted metaphors and common language The HOOD links the concept of habitus to the field of OD and in so doing provides an alternative way to incorporate the individual and the social in OD HOOD's second goal is to re position OD between organizations and society and thus to produce a consulting practice that is both pragmatic and human It is pragmatic since incorporation of habitus enables the consultant to liberate consultees perspectives and behavior from the organization's social and structural hoops and to use these perspectives in processes of

change and development Considering the habitus as central to consulting projects is human since it enables consultants and consultees to identify the responsibility for organizational problems and other phenomena not only at the level of the individual but also at the level of the organization and the environment outside the organization Field Guide to Consulting and Organizational Development Carter McNamara, 2005 **Organization Development and Consulting** Fred Massarik, 2002 Written as a field manual for the organisational development and consulting practitioner this volume covers the theoretical foundations of internal and external consulting It will also be of value to students interested in organisational development Finding Your Way in the Consulting Jungle Arthur M. Freedman, Richard E. Zackrison, 2002-02-28 Chart your path in the consulting jungle Finding Your Way in the Consulting Jungle a book in The Practicing Organization Development series offers OD consultants the information and guidance they need to understand their place in the consulting network differentiate themselves from other types of consultants and work with both clients and colleagues to make sure everyone's needs and expectations are met Finding Your Way in the Consulting Jungle offers practical advice on how to Differentiate and market yourself Interview prospective clients Write proposals Transports the reader from the safety of the classroom into the complex unpredictable and often hazardous world that they describe as the consultant jungle It is a great resource for graduate level OD programs consultant training courses AND corporate managers who hire consultants C Patrick Fleenor Ph D director International Business Programs Albers School of Business and Economics Seattle University

Consultation for Organizational Change Revisited David W. Jamieson, Robert C. Barnett, Anthony F. Buono, 2016-03-01 As a follow up to a 2010 volume on organizational change related consulting the book continues to push our thinking about the dynamics involved in consulting with change leaders and intervening in the change process Consulting for organizational change is a special type of consultation with its own complex set of conditions and needs for a broad range of skills and competencies which include distinct needs for the client consultant relationship superior consulting facilitation skills an expertise in human and organizational systems and as emphasized in the volume the masterful use of self As with our prior edited collection this volume is a joint publication in the Research in Management Consulting and Contemporary Trends in Organization Development and Change book series The dual focus is intended to reflect the importance of quality consulting for change across both the management consulting and Organization Development OD fields It follows a long history of interest in how consulting affects organization change what works and perhaps most importantly for generating theory and insight into the change process why it works The book contains fourteen chapters that frame the changing nature of the organizational change challenge explore the use of self in intervening in organizations and examine different change frameworks and perspectives sharing various reflections and personal insights into the underlying challenges of consulting to bring about organizational change Our underlying goal is to advance the theory and practice of effective organizational change consultation stimulating thinking and discussion among change practitioners and researchers so that this work and

profession continue to grow and evolve ENDORSEMENT Consultation for Organization Change Revisited offers a clear map of the dominant thinking about how consultants intervene to help organizations create an alternative future It nicely answers the question of What is Organization Development It also has a memory so that you see the arc of the field over time which gives an important perspective Organization change is complicated work this book makes it clearer Peter Block Author of Flawless Consulting The NTL Handbook of Organization Development and Change Brenda B. Jones, Michael Brazzel, 2012-06-25 The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about meaningful and sustainable change in organizations Featuring contributions from leading practitioners academics and scholars in the field each chapter comprehensively explores a key aspect of organization development including core theories and methods OD in the international and world setting practical applications the future of OD and many others Co published with the NTL Institute a long time leader and champion for the field The NTL Handbook of Organization Development and Change boasts an extensive range of knowledge experience and methods integrated by a philosophical system that underscores the vital mission of OD as well as provides expert guidance in the art and science of making organizational development and change work **How to Od... and Live to Tell About It** William Becker, 2002-09-12 Organization Development or OD as it is often referred to is something of a sexy field that is part of the family of the Human Resource discipline including training coaching mentoring business strategy change management etc The Title When being trained as an OD Practitioner at such institutes as National Training Laboratories NTL and some universities one may hear the analogy that people fear change because it can mean the end of something with which we are familiar Thus the concept of death loss of job status position group esteem etc is part of the psychology noted in ones education in the field to help practitioners understand others angst over taking risks accompanying change The title is therefore an obvious pun on Overdose OD and living to tell about it relates to how to avoid unneeded risk for the practitioner and the client Benefits of the Book The book is useful because it Is a new and unique perspective on OD Is theoretically substantive and not academic Provides practical actions and tools Invites various approaches to OD Is humorous wry for a serious subject Integrates theory with practice Balances client and consultant relationships with business and organizational goals Demonstrates key points with short cases Gives the reader the whole loaf Reviewers Comments Its not easy for someone with such a wealth of experience to distill it into a short tome Bill has done his work and our profession a great service Nadine Pearce Sr Manager of OD Nabisco Bill Beckers new book provides a practical and intelligent guide for those who want to help organizations become better at doing what they are trying to do Nancy Brown Consultant to Organizations An excellent book Its really good stuff Bills approaches to various topics and ways of describing them are really useful The books organization is also superb Donna Deeprose Author Speaker Trainer The book validates a lot of what I do and I definitely learned some things about organization structure and conceptual operational how tos It sparks my creative juices

and is a catalyst for new ahas relative to consulting models theories and concepts that OD practitioners may not have access to in one book Karen Massoni OD Consultant and Professor of Organizational Dynamics at The New School This book has something to add to the practice of OD especially since it pulls so many theoretical strands together socio technical systems chaos theory expectancy valence theory large group change specific future search processes and situational leadership Victor Rhodd OD and Employee Development Consultant New York Power Authority It reads like a combination diary and practitioners tool kit by weaving in and out of personal views and some really good case examples George Truel Author and OD Practitioner If you are going to read this book and I strongly recommend you do Beckers book is not a theoretical work It is about the experience of OD about the essential conditions that must be adhered to in order to do it professionally and about some of the mechanisms and guideposts that can be helpful in navigating through the huge complexity of a large scale organizational change it is worth reading Robin Stuart Kotze PhD International Management Consultant and Professor

Organization Development Donald L. Anderson,2010 Organization Development covers the latest research in organizational development interventions and the consulting process It differs from current texts available by including more case studies and exercises for students to use in applying theoretical material to practical situations This additional material makes the text more relevant and offers instructors the ability to use one volume instead of placing materials on reserve or asking students to purchase multiple texts

Organization Development and Change Thomas Cummings,Christopher Worley,2024-07-26 Cummings Worley s ORGANIZATION DEVELOPMENT AND CHANGE 12th Edition is the most widely used textbook in the field It blends rigor and relevance in a comprehensive and clear presentation The authors work from a strong evidence based foundation to describe in practical terms how behavioral science knowledge can be used to help organizations develop strategies structures and processes for superior performance sustainability and social outcomes

Organizational Consulting Edwin C. Nevis,2013-04-15 In this classic text pioneering organizational consultant Edwin C Nevis presents an approach to organizational consulting which is grounded in Gestalt theory Nevis brings his well known insight conceptual clarity and decades of experience to bear on the entire spectrum of concerns facing organizational consultants in a wide variety of settings Beginning with the development of the Gestalt approach and the Cycle of Experience model Nevis traces the implications of Gestalt theory for such areas as organizational assessment modes of influence in organizations dealing with resistance developing relationships working at the boundary and the matter of the consultant s presence The conceptual framework provided in this groundbreaking work gives organizational consultants a powerful tool for understanding and influencing the behavior of organizations and at the same time invites them to actively partake in the ongoing development of their unique individual styles

An Evolving Paradigm Anthony F. Buono,2012-05-01 An Evolving Paradigm An Evolving Paradigm Integrative Perspectives on Organizational Design Change Strategic Management and Ethics was prepared specifically for Benedictine University s doctoral program in organization

development OD In addressing the myriad strategic considerations that underlie intervening in organizations questions of posturing image management and ethics raise significant challenges for how we think about our role as change agents and the unique set of responsibilities that we assume in that role An earlier volume in the Research in Management Consulting series Emerging Trends in Management Consulting focused on the Janus faced nature of management consulting Janus the Roman god of doorways and gateways looking backwards and forwards with contrasting perspectives beginnings and endings comedy and tragedy good and evil is a useful analogy to capture the multidimensional nature positive and negative of the consulting realm For all the challenges and shortcomings the field of OD and change might encompass there are also those magical moments when our interventions succeed when our efforts truly enhance organizational performance and when organizational members grow develop and become more satisfied with their roles and activities The reality is that the latter demands our conscious attention commitment and to some degree sacrifice When we are less thoughtful than we should be when we are distracted by other commitments and obligations or when we find ourselves in situations where we are less than prepared is when Janus other face materializes The volume explores the possibilities and challenges inherent in OD intervention and change initiatives

Organization Development Donald L. Anderson, 2019-11-11 Organization Development The Process of Leading Organizational Change offers a comprehensive look at individual team and organizational change covering classic and contemporary organization development OD techniques Bestselling author Donald L Anderson provides students with the organization development tools they need to succeed in today's challenging environment defined by globalization rapidly changing technologies economic pressures and evolving workforce expectations The new Fifth Edition has been updated to reflect the latest research New Profiles in OD highlight a variety of practitioners and researchers New cases examples and a new chapter on organization design and culture interventions provide readers with the latest information on OD best practices

Marketing Organization Development William J Rothwell, Jong Gyu Park, Jae Young Lee, 2017-03-16 Organizational Development OD consultants often face dilemmas when they market their services because there is a gap between clients expectation and the actual role of OD consultants This book is about how to overcome that dilemma by finding effective marketing strategies for a different approach to consulting Marketing Organization Development A How To Guide for OD Consultants focuses on the challenges faced by internal and external consultants in marketing and selling their services By distinguishing between performance consulting and Organization Development OD consulting this book demonstrates why marketing and selling OD consulting services are unique This book meets not only unique OD consultants needs by reflecting the philosophical background of OD and unique marketing challenges but the needs of Human Resource Development HRD managers need who are interested in promoting or selling their change interventions within their organizations This comprehensive book Reviews important terms and popular tools used in the marketing process and outlines the many roles a consultant must fill to obtain and keep the business i.e marketer

salesperson brand manager account management Describes the criteria for self evaluation as an OD consultant It examines how to identify your strengths and the competencies you need to develop based on OD competencies Provides an introduction to actionable steps and resources for organization development change management and performance management consultants to evaluate unmet needs and opportunities through a niche market for consulting services Covers how to communicate value to your target customers and how to brand your service Describes various channels of OD marketing such as viral word of mouth and social media marketing Reviews selling tactics for your consulting service and discusses the importance of having a defined sales process to which you adhere *Organization Change* W. Warner Burke, 2023-05-02 The Sixth Edition of *Organization Change Theory and Practice* provides an eye opening exploration into the nature of change by presenting the latest evidence based research to discuss a range of theories models and perspectives on organizational change **Strategic Organization Development** Therese F. Yaeger, Peter F. Sorensen, 2009-10-01 This second volume in the *Contemporary Trends in Organization Development and Change* Series addresses one of the most complex and important issues for management and organization development today how to plan for and create an organization capable of not only competing but excelling in an almost impossibly turbulent and uncertain environment The book brings together a series of articles by practitioner scholars Those authors who have the responsibility for helping their organization create the future and who also have the responsibility of helping us conceptually understand the process of strategic OD In this book you can sense the value of both of these voices the practitioner and the scholar These authors include organization development executives from global Fortune 500 organizations major community service organizations major academic contributors to the field and OD practitioners from major consulting firms Each author makes a unique contribution by providing strategies for planning the future implementing change and creating organizational capabilities for sustained success New and current models for strategic organization development and candid discussions of issues difficulties and ways of coping with unanticipated events are provided This book is dedicated to contributing to a better understanding and sharing of how major corporations community service organizations and OD consultants are experiencing and working with one of the most important organizational problems of today how to manage change for success

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