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Fundamentals of **ORGANISATION DEVELOPMENT AND CHANGE MANAGEMENT**

Editors: N Martins | D Geldenhuys

second edition

Organisation Development And Change

DP Hallahan



Organisation Development And Change:

Organization Development and Change Edgar F. Huse, 1975 **Organization Development and Change** Thomas G. Cummings, Christopher G. Worley, 2006 **Organization Development Fundamentals** William J. Rothwell, 2015-01-02

In a tumultuous global business environment change is a constant. Organizations are affected by many factors from the local economy to global competition. To be successful they must do more than react to changes; they need to be proactive. *Organization Development Fundamentals* provides a starting point for those interested in learning more about taking this proactive approach. The authors explore the many facets of organization development and change management, including the theories, models, and steps necessary to complete the process. This is a perfect resource for professionals who are just starting out in the OD field or who want to brush up on the basics. After reading this book, you will be able to define organization development and change management, implement a change effort, understand the competencies required of successful change agents, recognize and solve ethical dilemmas related to change.

Organization Development Donald L. Anderson, 2016-10-20. *Organization Development: The Process of Leading Organizational Change*, Fourth Edition, offers a comprehensive look at individual, team, and organizational change, covering classic and contemporary organization development techniques. Today's practitioners seek a solid foundation that is academically rigorous but also relevant, timely, practical, and grounded in OD values and ethics. In this bestselling text, author Donald L. Anderson provides students with the organization development tools they need to succeed in today's challenging environment of increased globalization, rapidly changing technologies, economic pressures, and evolving workforce expectations.

Organization Development and Change Thomas Cummings, Christopher Worley, 2024-07-26. Cummings and 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.

Organization Development Janet Cooper Jackson, 2006. This work addresses the human and social dynamics of change on organization members. The effects of such changes ultimately influence the success or failure of the organization's change initiatives. Rather than focus on the process or technology of change, as many previous works have done, the premise of this work is to address the human dynamics that are crucial for any change initiative to be effective. In essence, Jackson emphasizes that people do indeed come first for any plan involving organizational change. Other important factors addressed in *Organizational Development* include considering the entire organization and understanding that each change affects the entity as a whole, recognizing organizational learning as a key to inspiring members to learn together, and the development of a cadre of leaders who are willing to take the organization forward, as opposed to solitary leadership. This work is ideal for students or practitioners of Organization Development (OD) and provides methods and

practices that focus on improving the effectiveness of organizations ideas methods and practices that focus on improving the effectiveness of organizations ideas methods and practices that focus on improving the effectiveness of organizations

Organization Development Julie Hodges, 2020-02-08 This engaging and accessible textbook shows the importance and role of organizational development around the world within the context of organizational change Fostering an analytic approach to organizational issues it charts the evolution of the field and shows how today OD fosters organizational effectiveness and individual wellbeing Firmly grounded in a global perspective it provides a contemporary analysis of OD and highlights the key diagnostic and intervention techniques that can be used to build organizational effectiveness With a range of critical perspectives skills development exercises and practitioner insight this book blends theory and practice to show OD's conceptualization and its application to contemporary issues faced by organizations Suitable for upper undergraduate postgraduate and MBA level this is the ideal textbook for anyone studying organizational development

Organization Change W. Warner Burke, 2008 The Second Edition provides an overview of the theoretical and research foundation for our current understanding of organization change including the nature and types of change organizations experience The author reviews various models including the one developed by Burke and Litwin and uses cases to demonstrate how the models can be used to diagnose change issues in organizations Emphasizing planned revolutionary change over the gradual evolutionary change organizations typically experience Burke combines and integrates theory and research with application for insight into all aspects of organization change

Cases and Exercises in Organization Development & Change Donald L. Anderson, 2011-06-17 This comprehensive collection of cases and exercises allows students to practice organization development OD skills at the same time as learning about theories of organizational change and human behavior The first part of the book presents cases about the OD process and the second part includes cases in organization wide team and individual interventions The final part provides practical exercises that make the course material come alive through realistic scenarios that organizational change practitioners regularly experience

[The NTL Handbook of Organization Development and Change](#) Brenda B. Jones, Michael Brazzel, 2014-03-24 The NTL Handbook of Organization Development and Change Second Edition The NTL Handbook of Organization Development and Change is a vital tool for anyone who wants to know how to effectively bring about meaningful and sustainable change in organizations even in the state of turbulence and complexity that today's organizations encounter Featuring contributions from leading practitioners and scholars in the field each chapter explores a key aspect of organization development In this new edition each of the 34 chapters has been revised in response to recommendations from the contributors and NTL members These 34 chapters articulate exactly what grounds organization development Issues and perspectives involving training groups practice and the global world are current and thought provoking

Therese F Yaeger Ph D professor OB OD Department College of Business Benedictine University There is

no other source that offers such a rich array of the most current and future thinking topics from so many leaders in the field Robert Gass Ed D co founder Rockwood Leadership Institute The editors accomplish the difficult task of including theory concept and method that will appeal to the academic community as well as those who are focused on being an effective practitioner John D Carter Ph D president Gestalt OSD Center *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 **Organisation Development and Change** Dianne Waddell, Thomas G. Cummings, Christopher G. Worley, 2003-11 This text focuses on the use of organisation development which is a process that applies behavioural science knowledge and practices to help organisations achieve greater effectiveness Other paradigms including organisation transformation are also discussed in order to give a balanced perspective on the challenges of being an agent Handbook of Organization Development Thomas G. Cummings, 2008 The contributors reflect the field of organizational development's rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues 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 **Organisational Development and Change** James Cannon, Rita McGee, 2008 In order to survive in a competitive global market place organisations must be able to respond to change This toolkit provides a comprehensive set of practical OD tools for individuals faced with the difficult task of changing their organisations and the individuals within them from making the business case to change project management through to successfully gaining buy in from employees and dealing with resistance to evaluation Editor **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

ORGANISATIONAL CHANGE Andrew Creed,Dianne Waddell,2019 **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 *Embracing Organisational Development and Change* Antonie van Nistelrooij,2020-11-02 This book focuses on human behavioural processes and describes them from an interdisciplinary perspective It introduces readers to the main theories and approaches in the field of organisational development and change ODC and discusses their relevance and purpose with a clear focus on improving how readers perceive and handle change The book is tailor made for business students without any background in the humanities helping them to conceptualise organisational development and change

and to practically organise interventions to increase organisational effectiveness The book s goal is to help future managers and consultants recognise and handle the full situation which includes purposes people and relationships Furthermore it elaborates on those theories and instruments that can deliver real benefits to real people working in real fuzzy and complex circumstances and includes several practical cases focusing on the role of the interventionist **Organisational Change:**

Development and Transformation Dianne Waddell,Andrew Creed,Thomas G. Cummings,Christopher G.

Worley,2019-08-01 Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces accounting to stakeholders and planning for the future in a chaotic environment

Organisation Change Development and Transformation 7e takes both an organisational development and transformational approach to change to reflect the environment of change faced by organisations today With the field of organisational change continuing to evolve especially in an international context future directions of change management are also discussed To emphasise the relationship between theory to practice this text provides 10 local and international case studies practitioner vignettes and a suite of online cases supported by a case matrix

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