



Organization Development: The Process of Leading Organizational Change

Dr. Donald L. Anderson

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Of interest to students, managers, executives, change agents, and practitioners, **Organization Development** is a guide to leadership in individual, team, and organizational change. Incorporating discussion of OD ethics into each chapter, author Donald L. Anderson offers thorough discussions of classic OD techniques, as well as up-to-date interventions at all levels. In-depth case studies that follow major content and process chapters allow students to immediately apply what they have learned. In today's challenging environment of increased globalization, rapidly changing technologies, economic pressures, and expectations in the contemporary workforce, this book is an essential tool.

Key Features

- Explores each stage of the OD process in detail (entry, contracting, data gathering, diagnosis and feedback, interventions, and evaluation)
- Incorporates theory, research, and consulting techniques for both traditional OD practices and newly adapted strategies for change, such as appreciative inquiry and Six Sigma
- Illustrates the benefits of OD in the workplace contexts of corporations, government, education, and nonprofit, for-profit, and health care organizations
- Provides practical instruction on implementing OD best practices in the real world, including interventions at the organization, team and group, and individual levels
- Allows students to analyze, apply, and discuss OD concepts through integrated case studies
- Includes suggestions for further reading for those who wish to learn more about specific topics

Organization Development: The Process of Leading Organizational Change is ideal for graduate and upper-level undergraduate business courses such as Organization Development, Organizational Change, Leadership and Organizational Change, and Organization Diagnosis.

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