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Organization Development: A Practitioner's Guide for OD and HR

Mee-Yan Cheung-Judge, Linda Holbeche

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Organization Development is concerned with using planned and systematic approaches to help develop more effective organizations. This is done by taking an objective look at how an organization is operating, gathering information and then deciding on the most appropriate action to help that organization change and develop. Written by two of the leading experts in the field, Organization Development defines OD and describes how it can be used effectively in today's economy to create organizations which maximise organizational capability. The authors provide practical advice on using diagnostics techniques to identify an organization's needs and explain how to use them across a range of areas including change, culture and organization design. Bridging the gap between theory and practice, Organization Development provides a wealth of helpful advice for OD practitioners, HR professionals and those with an interest in helping develop their organization.

"Cheung-Judge, who speaks, writes, and delivers organization development training programs in the UK, and Holbeche, an author, speaker, consultant, and researcher, supply students and organization development and human resources practitioners...with a guide to the basic principles of effective organization development. They overview its history and theory, various phases, the role of the practitioner, aspects of power and politics, and human resources context, with discussion of organizational design, culture change, managing transformational change, and developing effective leadership."