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Practicing organization development : a guide for consultants

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Abstrak

Practicing Organization Development: A Guide for Consultants (2nd ed.) is about facilitating these and other organizational changes. But this book is not about just any type of organizational change: rather, it focuses on planned, systematic, and educationally oriented change that is carried out for organizational improvement. The book is about organization development (OD). Organization development may be defined as ?a system-wide application of behavioral science knowledge to the planned development, improvement, and reinforcement of the strategies, structures, and processes that lead to organization effectiveness? (Cummings & Worley, 2005, p. 1). Although the book addresses organizational change, many principles described in it also apply to change efforts with individuals, with teams, or across organizations.