



**FACILITY MANAGEMENT**

# Organization Development For Facility Managers

**Tobias Bleicker**



## **Organization Development For Facility Managers:**

*Organization Development for Facility Managers* Stormy Friday, 2003 Organization development is not just a murky high end concept for staff in human resources In reality it s a set of powerful tools for building and strengthening any department including facilities management What s more there are certain characteristics that are common to successful and effective FM organizations Now the well known consultant Stormy Friday has devised an original easy to follow blueprint for applying the best ideas in organization development OD specifically to the FM arena Put it to use and you ll increase your department s performance morale and sustainability while equipping you and your staff with the skills and knowledge to make FM a strategic player in fulfilling your company s long term goals This clearly written book is organized around seven crucial DNA links or building blocks for designing and developing a high performance department Within each link the author outlines a set of OD skills for you to develop and apply as well as practical tools and techniques and revealing case studies of OD at work in an FM environment Dow Corning Corporation Adaptec Applied Physics Laboratory and more The DNA links are 1 Leadership FM managers often overlook the impact of their leadership on an FM organization This book helps you focus on the skills you need to create a fully engaged workforce where risk taking innovation and strategic thinking are everyday occurrences 2 Individuals Without people you don t have an FM department and you need to know how individuals think what motivates them and how to use that knowledge to positively influence their behavior You ll find valuable insights into what makes people tick inside 3 Groups How do you distribute work to individuals or groups This book shows you how to make the best decision based on an informed understanding of individual versus group behavior and whether or not group process will effectively accomplish your organization s goals 4 Culture Corporate culture profoundly influences the development of an FM department and is typically the cement that holds the enterprise together Learn about the components of culture and how to conscientiously change that culture to build a stronger department 5 Visioning and Strategic Planning Most FM departments are too focused on their hectic day to day activities to engage in visioning and strategic planning But stepping back and devising a practical FM action plan will actually reduce the daily frenzy Find out how to do it inside 6 Structure Organization structure is a critical DNA linkage Figuring out the best possible structure for your department is a difficult but essential skill To simplify the task the author supplies step by step guidelines for choosing the most appropriate structure and the right mix of staff and skills 7 Future FM organizations need to pay close attention to business trends and activities that could impact their company and department in the future Learn about the skills necessary to predict changes and challenges that might soon affect your profession Filled with how to instructions up to the minute research and a broad historical perspective *Organization Development for Facility Managers* is an important contribution to the field and an essential guide for FM professionals [Tracing the Dna of Fm Organizations](#) Stormy Friday MPA, 2012-10 Stormy Friday is an internationally recognized speaker trainer and consultant She is president of The Friday Group a facilities management

consulting firm located in Annapolis Maryland A former head of FM for the U S Environmental Protection Agency she is coauthor of Quality Facility Management Active in the International Facility Management Association IFMA she is an IFMA Fellow has served on the IFMA Board of Directors and has received the Distinguished Author Award for Instructional Materials

**The Total Workplace** Franklin D. Becker,1990      **Leadership FM** Jacqueline Moore,Steven Sonsino,2013-05      *Training and Development Organizations Directory* ,1980      **An Experiential Approach to Organization Development** Donald F. Harvey,Donald R. Brown,2001 A book that makes the complex and fascinating world of managing people easy to grasp and enjoyable to study In this new sixth edition of their successful book Don Harvey and Don Brown give you an integrated and comprehensive view of the field of organization development Whether you are an introductory student a novice in the field or a practicing manager these authors make it simple to understand and utilize the newest approaches concepts and techniques User friendly practical and realistic An Experiential Approach to Organization Development Sixth Edition presents both conceptual and experiential approaches as it focuses on the real world of organization development Exciting examples and innovative applications show you how OD is applied in today s organizations and what it takes to manage in a changing world In addition you ll find The most up to date coverage of important topics such as the learning organization managing diversity empowerment changing the corporate culture and self managed work teams Thorough coverage of open systems and contingencies Self learning experiential exercises that take theories and principles and bring them to life in team activities

**Facility Manager's Operation and Maintenance Handbook** Bernard T. Lewis,1999 Cutting edge techniques that will boost the productivity and slash the costs of your facility department Let 21 top specialists show you how to maximize the operation and maintenance capabilities of any facility or plant This practical handbook takes you through each step in the planning design and execution of maintenance and operation procedures for structures equipment and systems It features special emphasis on emergency and energy equipment used in facilities and explores all essential support functions and duties The most comprehensive resource of its kind this handbook provides you with a complete picture of facility operation and maintenance from technical checklists to cost control to computer applications

**Organizational Development** ,1970      **How Facility Management Influences Organizational Performance** Johnny Ch Lok,2021-03-13 McNaughton 2007 says Facilities management provides an opportunity for businesses and large conglomerates to focus on their core business leaving the secondary services of security mailing and cleaning in the hands of the facilities management experts If implemented correctly facilities management can benefit your company in the following ways Reduced risk and increased productivity Reduced operating costs by focusing on core business structures Encourages and sustains a healthy and safe corporate culture Delivers sustainable resource utilisation Optimise asset utilisation How Operational and Strategic Facilities Management Can Improve service Performance Facilities management can be divided into two sections namely operational facilities management and strategic facilities management

Operational facilities management is the interaction within the facilities department itself i.e. the facilities manager and the various functional units such as maintenance interior planning architecture etc. The various functional units can be in house or outsourced. Each functional unit should be aware of current techniques and regulations within their specific area of work. The facilities manager is expected to communicate with the core business regularly to identify current facilities requirements. The facilities manager will then benchmark facilities service currently in practice within the organisation against other facilities management organisations and see where an improvement can be made (Barrett 1998). It can be said that the primary function of facilities management is the operational side as it is the most visible. The function supports the regular needs of the core business (Chotipanich 2004). Strategic facilities management looks at the future. The facilities manager will interact with the core business to establish future changes that might occur to the business due to external factors such as competitors etc. The facilities manager will also identify possible developments within the facilities management arena. Interaction between strategic and operational facilities management must occur and the aim is to synergistically balance current operations with the needs of the future (Barrett 1998). The structure of facilities management is related to the needs, environment and circumstances of the organisation at the time. Its practice and composition are particularly important to the characteristics and contexts of the organisation (Chotipanich 2004). Barrett 1998 suggests that facility managers should not just select service items from the standard list at random but provide only those services that are needed by their particular organisation. Facilities management practice is seen as adapting to its situation (Barrett 1998) also stands by the fact that facilities management practice needs to be personalised to a specific organisation. The facilities managers are involved in strategic planning i.e. plans for the future as well as daily operations particularly in relation to buildings and premises. Responsibilities and duties may vary depending on the type of corporation but the most likely responsibilities include:

**Current Perspectives in Organization Development** J. Jennings Partin, 1973 Organization development a perspective

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 Organization development in a student organization setting  
 Organization development some emerging perspectives *Proceedings from IFMA '94* International Facility Management Association, 1994

**Encyclopedia of Small Business** Arsen Darnay, Monique D. Magee, 2007 Contains over six hundred alphabetically arranged entries that provide information on various aspects of small business covering human resources production and productivity financial activities marketing legal issues and many other topics

**EDRA; Proceedings of the Annual Environmental Design Research Association Conference**

Environmental Design Research Association,1989      International Management of Research and Development Maximilian von Zedtwitz, Julian M. Birkinshaw, Oliver Gassmann, 2008 International Management of Research and Development brings together the most influential contributions to managing organising and coordinating R D and innovation on a global scale In addition to papers on the fundamental principles trends and drivers of international R D it covers strategies and operations of global R D It also provides an introduction to modern concepts such as knowledge networks open innovation and virtual innovation It is a key reference collection for professors and researchers wishing to understand the practical implications of industrial R D and a valuable resource for chief technology and innovation officers keen to develop their corporate R D more systematically      *What's Next for Facility Management? (Classic Reprint)* Facility Management Institute, 2017-11-25 Excerpt from What's Next for Facility Management Did the group answer the question posed in the first page What is going to come next for facility management Predictably no one had an easy answer Pressure to make facility management merely the supervision of services maintenance and others contracted outside one's organization will increase The struggle to determine how best to educate and train facility managers will draw more attention The need to work harder at linking facility management to the strategic goals of organizations will remain Confusion between the signs of recognition and the substance of true development will grow There will be a perpetual question about what facility managers should do and how they should do it About the Publisher Forgotten Books publishes hundreds of thousands of rare and classic books Find more at [www.forgottenbooks.com](http://www.forgottenbooks.com) This book is a reproduction of an important historical work Forgotten Books uses state of the art technology to digitally reconstruct the work preserving the original format whilst repairing imperfections present in the aged copy In rare cases an imperfection in the original such as a blemish or missing page may be replicated in our edition We do however repair the vast majority of imperfections successfully any imperfections that remain are intentionally left to preserve the state of such historical works      American Book Publishing Record, 2002      *Facility Design and Management Handbook* Eric Teicholz, 2001-02-14 CD ROM contains Sample documents Standards Forms Web links References

**Strathmore's Who's Who, 1998-1999**, 1999      **The Personnel Administrator**, 1983      **Global Strategic Management** Heidi Vernon-Wortzel, Heidi Vernon, Lawrence H. Wortzel, 1990-12-04 Addresses central issues in the management of multinational and global corporations an area of growing importance in the current age of restructuring feverish competition and political upheaval Focuses on the dramatically different environment in which managers now function Further it examines the new and more sophisticated tools that will be needed in marketing production finance and control and research and development in order to remain competitive With 31 new readings written by a wide range of leading authors in the field it contains indispensable advice for managers in the global setting

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