

Organisation Development



Organisation Development And Change

Brenda B. Jones, Michael Brazzel



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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 Organization Development and Change Thomas Cummings,Christopher

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and practical insights based on real case studies The first section of the book brings together a review of current thinking in 2003 The middle section comprises a diverse selection of case histories which examine the role of the change agent both in successes and failures The final section of the book draws things together by highlighting where generalized insights appear to have emerged from the practice of the contributors and gives some pointers for moving practice forward into the 21st century Throughout the benefit of reflective practice is encouraged and the commentary accompanying each case history demonstrates what can be learned from this The main aim of the text is to help readers to appreciate more fully the complexities of bringing about organizational change and development not least the cultural factors in the change process and the value of using theory and rigorous internal research in a very conscious and focused way to inform shape and measure their own change agency practice public sector

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