



Fast Cycle Organization Development

Wolfgang Guggemos

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the author's name.

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Fast Cycle Organization Development Merrill C. Anderson, 2000 FAST CYCLE ORGANIZATION DEVELOPMENT presents some of the new and more powerful approaches proven to be very effective in accelerating the cycle of organizational change and consequently accelerate value creation The models tools theories and approaches discussed in each chapter illustrate how organizational change is addressed at three basic levels individual team and organization The chapters are written by leading Change scholars and practitioners

Strategic Change Merrill C. Anderson, 2000 The time compressed resource constrained company's way to faster more effective organizational change This unique book shows readers how to shorten the time involved in the traditional change process by rethinking it and running it in parallel rather than linear fashion This strategic change will save money and time and can help ensure any company's ability to adapt to change and maintain a leadership role in the constantly challenging world of business

Bottom-Line Organization Development Merrill Anderson, 2004-02-18 Organization development practitioners have for over half a century engaged with organizations to help them grow and thrive The artful application of Organization Development OD has helped business leaders articulate vision rethink business processes create more fluid organization structures and better utilize people's talents While business leaders and OD practitioners intuitively believe that OD provides valuable results rigorous measurement of the value delivered has long eluded many OD practitioners Bottom Line Organization Development provides powerful tools to capture and measure the financial return on investment ROI of OD projects to the business Given the increasing competition for budget and resources within organizations and the requirements of demonstrating tangible results the need for such OD measurement tools is very high But in addition to proving the value of OD projects integrating evaluation into the change management process itself can actually increase the value of the change initiative because it opens up new ways of capturing and increasing the value of change initiatives In other words there is an ROI to ROI Merrill Anderson calls this new way of approaching OD strategic change valuation The book explains the five steps in the OD value process diagnosis design deployment evaluation and reflection In addition three case studies take readers through the process of applying bottom line OD to three types of popular strategic change initiatives executive coaching organization capability and knowledge management Readers will gain a holistic perspective of how to make the seemingly intangible benefits of these initiatives tangible

The NTL Handbook of Organization Development and Change Brenda B. Jones, Michael Brazzel, 2012-06-25 The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about 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

The Nature of Contemporary Organization Development Anne Clare Gillon, 2018-05-15 The nature of contemporary Organisation Development OD is often written about by both scholars and practitioners yet there is little evidence of these descriptions or debates on key issues having been based on reliably collected data This book compares academic and practitioner perspectives on the profession of OD in the UK and how it has evolved over four decades The research which informs this book was designed to investigate similarities and differences in the perspectives between these two communities Where practitioners and academics views varied in the data reasons for this are explored in this book through the theory lens of Institutionalism Fashions Fads and the Dissemination of Management Ideas The empirical data in how OD has evolved in the UK in the underpinning research to this text was gathered through content analysis of job advertisements from over a four decade period This provided information on changes in the magnitude in the take up of the profession in the UK as well as significant developments in the content of the job roles over the period It will not come as a surprise to find that American thinking dominates in OD as it does in many other domains of management What is a surprise is the extent to which OD practice in the UK is so very different from what the academics tell us it is This book also identifies the extent to which institutional theory is at play in the development of professions with agency is a driver in shaping professions This manifests itself in terms of the perceived interests of what will give leverage for success in practitioner and academic careers The Nature of Contemporary Organization Development is key reading for researchers scholars and practitioners alike of Organizational change and development organizational studies management philosophy and related disciplines

A Comparative Study of Fast Cycle Organization Development and Its Impact on Perceptions of Satisfaction in a High-technology Environment Kendra M. Coutant, 2003 Mediaweek, 1999-10 **Organization Development and Transformation** Wendell L. French, Cecil Bell, Robert A. Zawacki, 2000 Organization Development and Transformation is a paperback collection of 46 readings that focuses on how people and organizations and people in organizations function and how to make them function better This new edition includes coverage of classic OD articles new cutting edge coverage of topics such as self directed teams centers of excellence and learning organizations

The Annual 1991 J. William Pfeiffer, Jossey-Bass Pfeiffer, 1991 **Forthcoming Books** Rose Arny, 1999 *A Primer on Organizational Behavior* James L. Bowditch, Anthony F. Buono, 2004-05-21 This book introduces the reader to terms and concepts that are necessary to understand organization behavior and their application to modern organizations This edition features new material on emotional intelligence knowledge management group dynamics virtual teams organizational change and organizational structure

An Experiential Approach to Organization Development Donald F. Harvey, Donald R. Brown, 1988

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