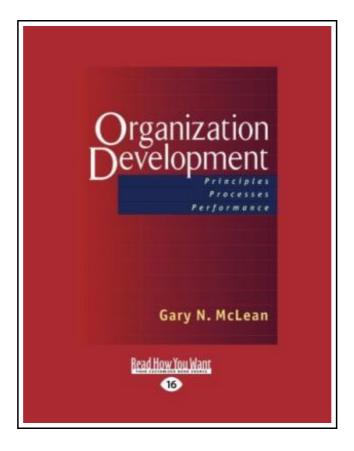
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ReadHowYouWant.com Ltd. Paperback. Book Condition: New. Paperback. 732 pages. Dimensions: 8.4in. x 5.8in. x 0.7in.Bridges the gap between theory and practice The only textbook to look at applying organization development principles at the community, regional, national, and global levels Proposes a model of organization development that encompasses all of the most relevant approaches Organization development (OD) is more important than ever. Not only is OD a growing field in itself, it is also growing as a component of management, human resource development, industrial and organizational psychology, and human resource management. Organization Development is a new textbook designed to be used in undergraduate and graduate programs in any of these disciplines. Gary McLean provides readers with an overview of the field and acquaints them with the basic principles, practices, values, and skills of OD. Most of the existing books in OD have focused on narrow theory or practice perspectives, and focus more on process rather than outcomes. Organization Development successfully combines theory and practice; process and outcomes; performance and affective results; effectiveness and efficiency. McLean covers every aspect of the work of an OD professional and features case studies in every chapter. He explains how OD professionals actually get work and what the first steps in any OD effort should be. He surveys different ways to assess an organizational situation--including a comparison of the Action Research and Appreciative Inquiry models--and provides forms for devising an action plan based on that assessment. McLean then looks at how to choose and implement a range of interventions at different levels. Uniquely, Organization Development goes beyond the organizational level to look at the application of OD on community, national, regional, and global levels. And the book offers guidance on what to do afterwards, including how to evaluate the results of an intervention and how to...



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