

Organizational-Development Model

Wendell French and Cecil Bell list seven characteristics that separate OD from more traditional ways of intervening in organizations:

1. Emphasis on teamwork for addressing issues
2. Emphasis on group and intergroup processes
3. Use of action research
4. Emphasis on collaboration within the organizations
5. Realization that the organization's culture must be perceived as part of the total system
6. Realization that those in charge of the organization serve as consultants/facilitators
7. Appreciation of the organization's on-going dynamics within a continually changing environment.

French And Bell Organizational Development

Gary M. Olson, Sue Schuon



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Organizational Behavior Michael A. Hitt, C. Chet Miller, Adrienne Colella, Maria Triana, 2017-12-11 People processes and technology These are the three major drivers of business achievement The best leaders inherently understand that great companies start with great people This is as true now as it was during the beginning of the industrial revolution and understanding and staying current on the latest organizational behavior research and best practices paves the way for managerial success In this updated edition of Organizational Behavior theory new research and real world case studies are combined in an engaging manner to blend together the critical concepts and skills needed to successfully manage others and build a strong organization across all levels of a company Featuring an in depth view of the process and practice of managing individuals teams and entire organizations the text provides a solid foundation for students and future managers

A Handbook of Work and Organizational Psychology De Charles, P J D Drenth, THIERRY HENK, 2013-05-24 Organizational processes and the organization environment interaction are discussed in this volume of the Handbook of Work and Organizational Psychology Both organizational and environmental characteristics affect the behaviour of individuals and groups but such characteristics

are in turn also influenced by behavioural features This volume on organizational psychology covers subject areas such as organization theory organizational culture and change leadership decision making and participation motivation and satisfaction payment systems effective communication and social organizational aspects of automation The final chapter describes the impact upon behaviour and attitudes of the transition of a socialist led society to a market economy

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The Need for Organization Development in Successful

Entrepreneurial Firms Randel Scott Carlock, 1991
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