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~~INTRODUCTION TO ORGANIZATIONAL~~

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Organization Development \u0026amp; Change by

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Development (part 1) | Five Stem of OD | Evolution of

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~~Organization Development: Principles, Processes ...~~
Performance Improvement. Volume 45, Issue 8. Book Review. Organization development: Principles, process, performance. Gary N. McLean. Gary N. McLean: holds a doctorate in Business Education from Columbia and has taught at the University of Minnesota for 36 years. He has consulted in the realm

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of OD for more than 35 years.

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[(Organization Development: Principles, Processes, Performance)] [Author: Gary N McLean] [Dec-2005]

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Organization development is any process or activity, based on the behavioral sciences, that, either initially or over the long term, has the potential to develop in

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an organizational setting enhanced knowledge, expertise, productivity, satisfaction, income, interpersonal relationships, and other desired outcomes, whether for personal or group/team gain, or for the benefit of an organization, community, nation, region, or, ultimately, the whole of humanity.

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Organization Development: Principles, Processes, Performance. Designed for use in undergraduate and graduate programs in organization development, management, human resource development, and industrial and organizational psychology, Organization

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Development provides readers with an overview of the field and acquaints them with the basic principles, practices, values, and skills of OD.

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Performance~~

Organizational development (OD) is the study of organizational change and performance which involves an ongoing, systematic process of implementing effective organizational change.

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performance ...~~

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Organizational development (OD) is a strategic process of organizational improvement, addressing an organization's changing needs through careful assessment and planned intervention. OD is now often paired or combined with strategic HR management.

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A unifying framework for thinking about processes —or sequences of tasks and activities — that provides an integrated, dynamic picture of organizations and managerial behavior.

~~The Processes of Organization and Management~~

A guide to putting the learning organization to work, Boston, Mass.: Harvard Business School Press. Gilley, J. W. and Maybunich, A. (2000) Beyond the Learning Organization. Creating a culture of continuous growth and development through state-of-the-art human resource practices, Cambridge, Mass.: Perseus Books.

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Performance~~

Organizational development is aimed at organizational effectiveness. It, therefore, has a number of (business) outcomes. These can differ between organizations, but usually, they do include financial performance, customer satisfaction, organizational member engagement, and an increased capacity to adapt and renew the organization.

~~What is Organizational Development? A Complete
Guide ...~~

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Organization Development: Principles, Processes,
Performance. Gary N. McLean. San Francisco: Berrett-
Koehler Publishers. 2006. 465 pages. ISBN:
978-1576753132

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The Principles and Practices of Organization
Development Program (PPOD) is a highly engaging
learning experience that provides participants with
core concepts and skills necessary for managing and
leading change inside organizations and for consulting
to organizations and teams. PPOD offers participants
the opportunity to learn foundational theory and build
applied skills throughout the course of the two

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weeklong sessions. The Berrett Koehler

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outcomes of organizational development processes (e.g., advance organizational renewal, enhance profitability and competitiveness, facilitate learning and development, improve problem solving ...

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Traditional Definition of Process n"Organization Development is an effort planned, organization-wide, and managed from the top, to increase organization

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effectiveness and health through planned interventions in the organization's 'processes,' using behavioral-science knowledge." – Beckhard, "Organization development: Strategies and

~~Organization Development 101 – Free Management Library~~

The Objective of the Organizational Development Process. The objective of the organizational development process is to: identify and address problems instead of neglecting them. focus on human, social, relational, and structural changes. have a planned, proactive change in an organization, that addresses an identified problem.

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Bridging the gap between heavy theory and heavy practice, Organization Development provides an emphasis on performance and results in addition to an overview of tools, techniques, and processes. Covering basic steps such as marketing, start-up, planning, and evaluation, the book includes a comprehensive discussion of implementation from the individual level to the global.

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