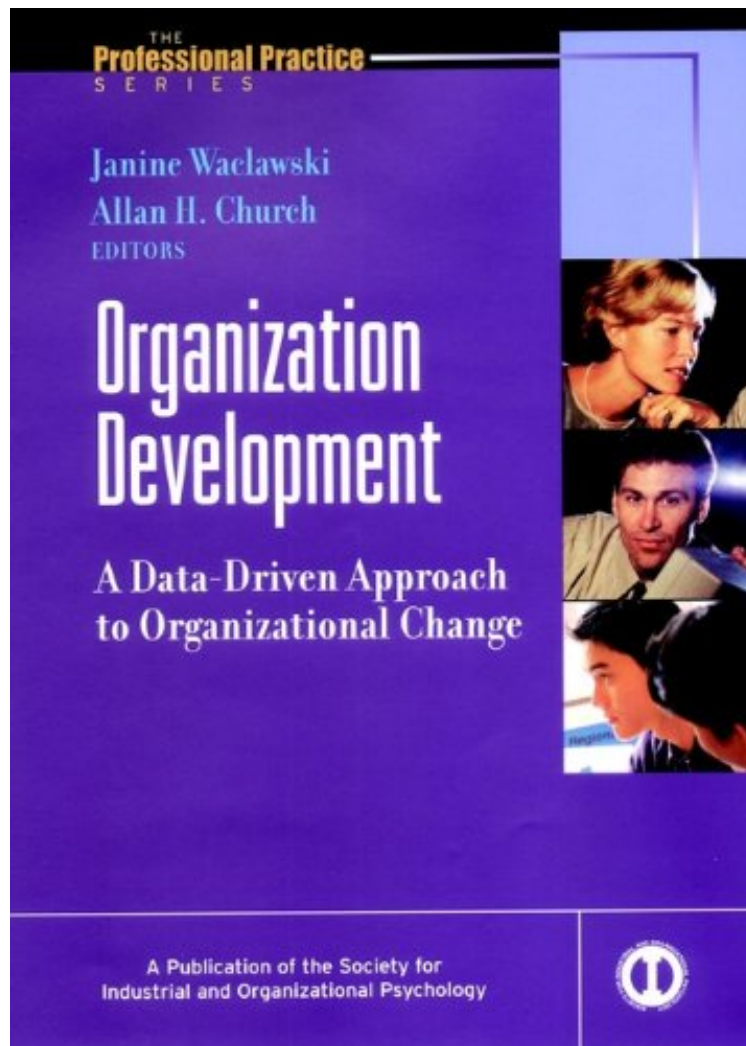


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Organization Development: A Data-Driven Approach to Organizational Change (J-B SIOP Professional Practice Series)

Janine Waclawski

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Janine Waclawski : Organization Development: A Data-Driven Approach to Organizational Change (J-B SIOP Professional Practice Series) before purchasing it in order to gage whether or not it would be worth my time, and all praised Organization Development: A Data-Driven Approach to Organizational Change (J-B SIOP Professional Practice Series):

0 of 0 people found the following review helpful. Informative but mostly "pointers".By KianThis book was required reading for my class. It was one of two books. But we barely used this one as much as the other.This book compared to the other one has more practical guidelines. Imagine a fellow IO psychologist giving you some pointers about how

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This hands-on guide--for planning, diagnosing, implementing, and evaluating organization development interventions--gives scientifically based information, tools, suggestions, and guidelines for those who must manage the human side of change. In *Organization Development*, leading experts and pioneers: * Present a unified framework for understanding OD * Demonstrate OD's effectiveness for improving individual and organizational performance * Specify what types of goals, values, practices, and interventions should (and should not) represent OD You'll gain a clear understanding of the processes, approaches, and strategies that have been proven to work in managing organizational change. Plus, you'll get a wealth of charts, materials, and checklists, as well as useful practice tips.

"Organizational Development admirably meets its goals." (Quality Progress, November 2002) From the Inside Flap Organization development (OD) has been widely used as an approach for implementing organizational change. Yet despite its growing popularity there is often misunderstanding as to what OD is and what OD is not by practitioners, participants, and clients alike. *Organization Development* offers a much-needed resource that presents a unified framework for understanding OD, demonstrates OD's effectiveness for improving individual and organizational performance, and specifies what types of goals, values, practices, and interventions should and should not represent OD. The contributors--leading experts and pioneers in the fields of OD, I/O psychology, HRD, organizational behavior, and management science--demonstrate the importance and power of the theory and practice of OD as a data-driven tool for organization improvement and change. Throughout the book's sixteen chapters the contributors present the latest cutting-edge information and best practices in the art and science of OD. *Organization Development* includes a wide variety of approaches and perspectives for applying OD in various settings from professionals who have used these approaches with their internal and external clients to create positive change in individuals and within organizations. This hands-on guide--for planning, diagnosing, implementing, and evaluating organization development interventions--gives scientifically based information, tools, suggestions, and guidelines for those who must manage the human side of change. It also offers a clear understanding of the processes, approaches, and strategies that have been proven to work in managing organizational change. This practical resource includes a wealth of charts, materials, checklists, and helpful do's and don'ts. In addition, most chapters include a series of useful practice tips for professionals. From the Back Cover *Organization Development*--the thirteenth volume in the Professional Practice Series--offers practitioners a comprehensive resource for understanding the theory and practice of OD and demonstrates its organizational effectiveness. The book offers a fresh source for exploring the primary theoretical influences on OD, shows how data-driven OD methods can be applied across a wide variety of organizational settings, discusses the major issues and trends in the field, and includes a wealth of helpful models and practical suggestions for applying these techniques in organizations.