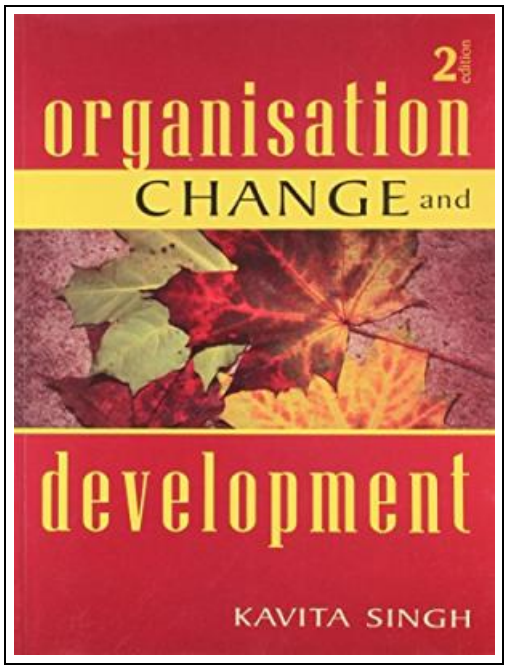
# Organisation Change and Development (Second Edition)

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# ORGANISATION CHANGE AND DEVELOPMENT (SECOND EDITION)

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Excel Books, 2010. Softcover. Book Condition: New. 2nd edition. 18 x 24 cm. Leadership, vision and inspiration are the essential ingredients for success in handling change. And, the effective management of change is enhanced through careful planning, sensitive handling of the people involved and a thorough approach to implementation. In these times of flux, organisations are compelled to proactively effect changes in their systems to cope with various factors in the external and internal environment. This comprehensive book tackles all the areas where change interventions are necessary and sets out to identify the key `ingredients` for successful change. This book is divided into three parts: The First Part includes an examination of the imperatives of change in today`s environment of competition. The different forces of change?political, economic, technological?are examined against the backdrop of shifting customer needs, systems dynamics, inadequacy of administration, profitability issues and resource constraints. The various models of change, corporate culture in terms of basic value orientations and norms, techniques of identifying and diagnosing organisational culture, classical leadership skills, and the ten key factors in effective change management have all been thoroughly discussed. The Second Part introduces the concept of Organisation Development and dissects the basic assumptions against diagnostic models, skills and methods, change agents, power and control issues and implications of power politics. Certain categories of ethical dilemmas have been explored. Various types of OD interventions ranging from interpersonal and team development to process, structural and inter-group development are exhaustively discussed. The Third Part of the book highlights the need for Organisation Development Intervention in the present business scenario and the relevance of Team and Intergroup Development Interventions. The characteristics of structural intervention and comprehensive intervention have been outlined to initiate the process of organisational learning. This book would prove to be an invaluable resource for the...

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