



Organization Development: The Process of Leading Organizational Change

By Dr. Donald L. Anderson

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Of interest to students, managers, executives, change agents, and practitioners, **Organization Development** is a guide to leadership in individual, team, and organizational change. Incorporating discussion of OD ethics into each chapter, author Donald L. Anderson offers thorough discussions of classic OD techniques, as well as up-to-date interventions at all levels. In-depth case studies that follow major content and process chapters allow students to immediately apply what they have learned. In today's challenging environment of increased globalization, rapidly changing technologies, economic pressures, and expectations in the contemporary workforce, this book is an essential tool.

Key Features

- Explores each stage of the OD process in detail (entry, contracting, data gathering, diagnosis and feedback, interventions, and evaluation)
- Incorporates theory, research, and consulting techniques for both traditional OD practices and newly adapted strategies for change, such as appreciative inquiry and Six Sigma
- Illustrates the benefits of OD in the workplace contexts of corporations, government, education, and nonprofit, for-profit, and health care organizations
- Provides practical instruction on implementing OD best practices in the real world, including interventions at the organization, team and group, and individual levels
- Allows students to analyze, apply, and discuss OD concepts through integrated case studies
- Includes suggestions for further reading for those who wish to learn more about specific topics

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is ideal for graduate and upper-level undergraduate business courses such as Organization Development, Organizational Change, Leadership and Organizational Change, and Organization Diagnosis.

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Editorial Review

Review

"**Organization Development: The Process of Leading Organizational Change** provides instructors and students with a comprehensive text covering the history, major influences, processes, steps and ethical and professional considerations associated with leading organizational change. The book is tightly written, interesting and accessible for students in upper division undergraduate or graduate level courses. I highly recommend the book to anyone who is teaching a course on organizational behavior or leading change in public or private organizations." (Lisa A. Dicke)

"Anderson's text is a succinct and substantial introduction to an important field for both OD and HR professionals and for anyone interested in helping organizations thrive. It builds on a logical, informative discussion of the unfolding of what we now call OD, from T-Group spontaneity to OE statistical rigor. It considers both the values underlying the practice and the processes that make it effective. It's an ideal first text for the student of OD! And reasonably priced--if any textbooks are these days." (K.T. Connor, PhD)

About the Author

Donald L. Anderson, Ph.D., received his doctoral degree from the University of Colorado, Boulder, in Communication.

He is the author of the textbook *Organization Development* (2009, Sage Publications).

Dr. Anderson's research interest is in discourse in organizational and institutional settings. His dissertation study examined the organizational discourse patterns that change during the process of organizational transformation, a study that earned a nomination for the International Communication Association's W. Charles Redding Dissertation of the Year award in organizational communication. His research has been published in the academic journals *Discourse Studies*, the *Journal of Business and Technical Communication*, and the *Journal of Organizational Change Management*. He has also contributed to *The Handbook of Organizational Discourse*, *Case Studies in Organizational Communication*, and the *International Encyclopedia of Communication*.

Dr. Anderson's professional background includes curriculum development and training, corporate quality, supply chain management, and organizational development consulting. As an organization development consultant, he has managed OD engagements in consultation with public and private organizations for more than 10 years in Colorado and California as both an internal and external consultant. He currently works in organization development for a high-tech company in the Denver, Colorado area. (COMM)

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