Organizational Development Theory and Practice: A guide book for Managers OD Consultants and HR Professionals using OD tools

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Anyone can undertake organizational development type activity, so why do the majority of OD implementation initiatives fail to deliver the expected results? How to identify organizational needs in a holistic way Developing strategic approaches to OD Looking beyond People aspects and encompassing Resources, Innovation, Marketing, Operations and Financial perspectives (PRIMO-F) Building sustainable OD interventions Using the right tool, in the right way, at the right time can save you time & money A practical guide to using proven, pragmatic tools used in organizations of all sizes. Often it's not just about using the right tool, but making the most of the tool available. It is the simple tools, properly applied, in a collaborative way that really make the difference. Too many OD programs fail to deliver the expected results, Why? – Because we focus on the end result exclusively, not the journey from where we are now to where we want to be. Diagnosing our CURRENT STATE is a phase many overlook, but this is the secret to effective OD programs. Using the right tools in the right context, can greatly increase the opportunities of change success – on budget... on time. The design of this book, enables you to dip in and out when you need it. Full of practical tools you can use straightaway (and downloadable too!) to find appropriate solutions, in a way that is clearly and simply described. This book is for managers, leaders, human resources, Organizational development professionals and students of business everywhere. "Take this book – use the tools and share your learning. … don't leave this sitting a shelf collecting dust like your other purchases!"

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