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a starting point for those interested in learning more about taking this proactive approach. The authors explore the many facets of organization development and change management, including the theories, models, and steps necessary to complete the process.

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Development (OD)

Fundamentals training
course will help you the

bases and rules of

managing change and

getting people inline,

and practicing for

success. Definition of

Organization An

organization refers to

any situation where two

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or more people are
engaged in a typical
quest or goal.

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Managing Strategic ...
In terms of OD training
and organizational
development in general,
how you manage change
can make a significant
difference in the success

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of your business.

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and activities get
involved in the
interactions of your
people systems, work
culture, and office
climate. In today's
highly competitive
business environment,
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leaders are a
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Principles, Processes, Performance
Fundamentals of organizational structure.

1. Work Specialization • The degree to which tasks in the organization are subdivided into separate jobs • Division of Labor
 - Makes efficient use of employee skills
 - Increases employee

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skills through repetition
– Less between-job
downtime increases
productivity –
Specialized training is
more efficient –...

Why Are The
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Organization
Development (OD)
focuses on aspects of

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Development
organizational life, including culture, values, systems, and behavior. It examines the organization's culture, processes, and structures and makes use of planned change for improvement. The goal of OD is to define and plan how successful organizations ensure high performance in the workplace.

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22 Organization

development (OD) is
one of the most
significant developments
in the field of
organizational behavior

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in recent years. OD began to evolve as a distinct field of study in the 1940s when behavioral scientists in the US and Britain made efforts to resolve problems facing modern organizations.

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Fundamentals of Organizational Development This course explores the history of organizational development (OD), definitions, models, approaches, and how OD is and can be used in organizations today. An organizational development professional requires a

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multitude of skills to be effective.

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development training
and activities get
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people systems, work

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culture, and office climate. In today's highly competitive business environment, trained managers and leaders are a company's largest asset. This training course in organizational development will provide

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OD fundamentals and processes can also integrate with other methodologies, and can form a framework for such practices as Strategic Planning, Employee Development, Business Process Improvement, Project Management, Recognition and

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Reward Systems,
Development
Leadership and
Management
Development,
Assessment / Feedback
Initiatives, Re-
Engineering Efforts,
Performance Feedback
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implementation, IT
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and other
organizational
practices.

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organization studies in
the last half century.

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be proactive.

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a starting point...

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