

Organization development - the process of leading organizational change

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Organization Development: The Process of Leading Organizational Change

However, if the vision is seen as impossible or promotes changes that the organization cannot implement, it actually can depress member motivation.

Chapter 10 Leading and Managing Change

Their judgment is trusted by those whose support they need to enact the changes. For example, leaders in organizational units undergoing change can call on their informal networks for resources and support, and encourage subordinates to exercise power in support of the change.

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. For example, if the organization is implementing continuous improvement processes, an important midpoint goal can be the establishment of a certain number of improvement teams focused on understanding and controlling key work processes. Despite this high level of commitment to the project, time was a big constraint.

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The statements themselves were clear and compelling; however, they had been developed by a relatively small group of executives. Because of their commitment to prevention, all of the steering committee members stayed in close contact with the consultants and responded promptly to all requests.

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New cases, examples, and a new chapter on organization design and culture interventions provide readers with the latest information on OD best practices. Organization Development: The Process of Leading Organizational Change offers a comprehensive look at individual, team, and organizational change, covering classic and contemporary organization development techniques.

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