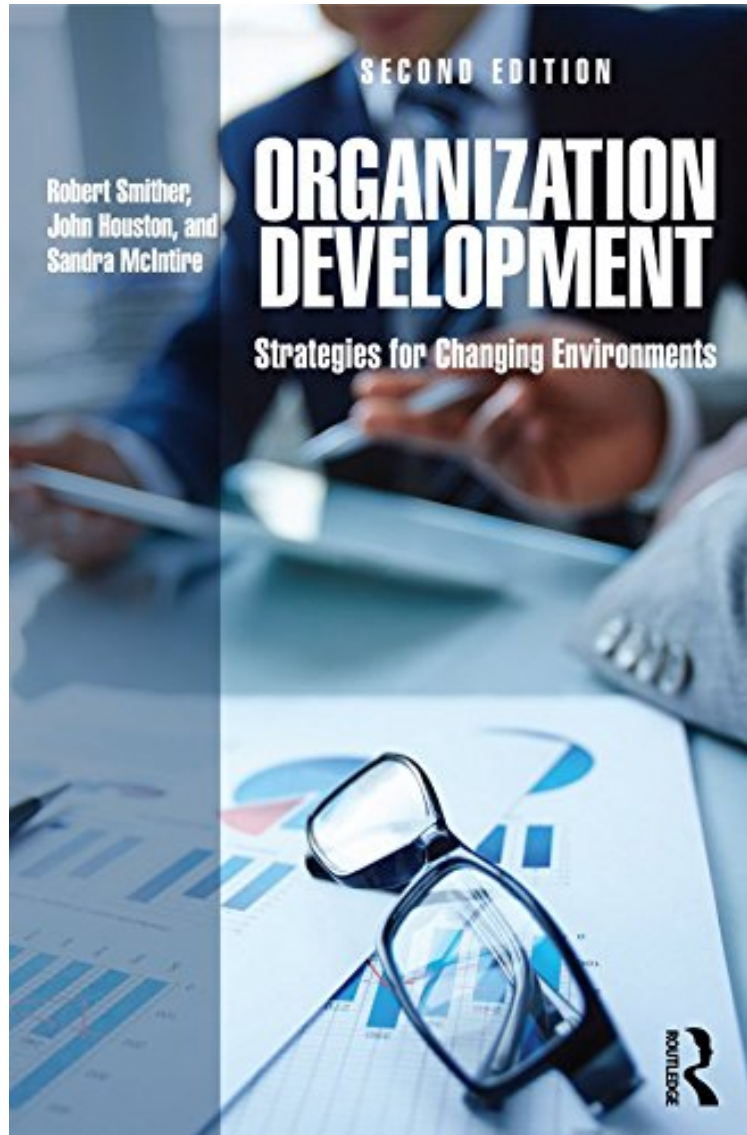


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Organization Development: Strategies for Changing Environments

Robert Smither, John Houston, Sandra McIntire
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Robert Smither, John Houston, Sandra McIntire : Organization Development: Strategies for Changing Environments before purchasing it in order to gauge whether or not it would be worth my time, and all praised Organization Development: Strategies for Changing Environments:

Organization Development: Strategies for Changing Environments, Second Edition, aims to help managers of the future successfully plan for and manage changes in the workplace. The book teaches students how to

conceptualize and implement planned interventions to increase organizational effectiveness. Building on the success of the previous edition, Smither, Houston, and McIntire maintain the foundational and historical organization development content while incorporating a number of key changes: new material on change management, globalization, diversity, sustainability, ethics, talent management, and emotional intelligence; greater emphasis on the practical application of the theory; new case studies focusing on current business dilemmas that align with the chapter objectives. This edition brings this classic book into the 21st century, making it a valuable resource for students of organizational development, organizational behavior, change management, and leadership.

Managing change is like rafting down a treacherous river. While some of the rapids can be anticipated, there is always an element of unpredictability. This book presents organization development as a process of discovery, learning, and adaptation to change for the benefit of both individuals and their organizations. Mark L. Lengnick-Hall, University of Texas at San Antonio, USA This book does a wonderful job of bringing organization development to contemporary changes in organizations around the world. It maintains the core values of OD while expanding on who is involved and how they implement it. The book provides valuable insights, along with helpful case studies and exercises, and should be an excellent tool for learning. Jean M. Bartunek, Boston College, USA This is an excellent book that offers a clear and up-to-date understanding of OD. It provides very useful cases studies and other learning material, which will allow students to appreciate the range of OD intervention and how they should be used. It will find a welcome place on my bookshelf. Bernard Burnes, University of Stirling, UK About the Author Robert Smither is Professor of Psychology and Dean Emeritus of the College of Arts and Sciences at Rollins College, USA. John Houston is Professor of Psychology and Director of the Organizational Behavior Program at Rollins College, USA. Sandra McIntire is Associate Professor Emerita of Psychology at Rollins College, USA.