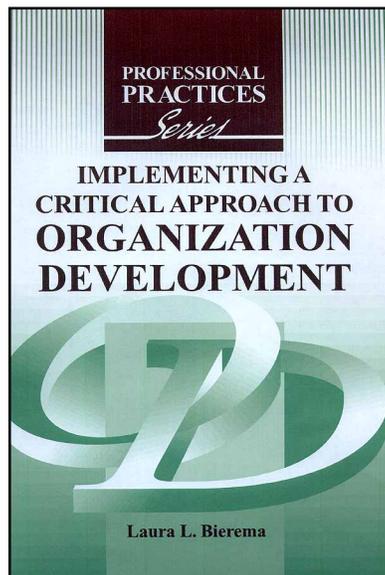


Implementing a Critical Approach to Organization Development

by Laura L. Bierema

Orig. Ed. 2010 196 pp. ISBN: 978-1-57524-266-8 \$34.25



The first organization development book:

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- Offers a range of critical interventions and strategies
- Provides a Critical Action Research Model

This book provides an introduction to organization development theory and practice for human resource developers and adult educators. Taking a critical approach to analyzing organization development and change, the book addresses the inherent challenges in mitigating competing interests in the process. The book argues that the world is in trouble and prevailing organization practices are creating more debt, exploiting workers, disenfranchising marginalized groups, polluting the world, exploiting natural resources, perpetuating wars, and deepening poverty. The book provides a framework and strategies for those committed to practicing responsible OD that challenges the system, promotes equity, and improves the status quo.

Laura L. Bierema is professor of adult education and human resource development at the University of Georgia, Athens, Georgia. She received her B.A. degree (1986) in Human Relations from Michigan State University, her M.L.I.R. (Masters of Labor & Industrial Relations) (1988) from Michigan State University, and her Ed.D. degree (1994) in adult education from the University of Georgia. Before coming to the University of Georgia, she served on the faculties of Michigan State University and Washtenaw Community College. Prior to her career in academia, Bierema held a number of human resources and organization development positions in the automotive industry.

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by Edward W. Taylor

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Implementing Organizational Project Management: A Practice Guide provides guidance to organizational management, PMO staff, and practitioners on these topics. “Organizations with developed project management practices, benefits realization processes, portfolio management practices and program management practices and those with high organizational agility all have significantly better project outcomes than their counterparts who are less advanced in their project management practices.” (PMI’s 2013 Pulse of the Profession, p.11) A practice guide is a new category in the PMI library of standards. The contingency approach to management (also called the situational approach) assumes that there is no universal answer to such questions because organizations, people, and situations vary and change over time. Thus, the right thing to do depends on a complex variety of critical environmental and internal contingencies. HISTORICAL OVERVIEW. Classical management theorists such as Henri Fayol and Frederick Taylor identified and emphasized management principles that they believed would make companies more successful. Start by marking “Implementing a Critical Approach to Organization Development” as Want to Read: Want to Read savingâ€¦| Want to Read. Currently Reading. Read.Â Weâ€™d love your help. Let us know whatâ€™s wrong with this preview of Implementing a Critical Approach to Organization Development by Laura L. Bierema. Problem: Itâ€™s the wrong book Itâ€™s the wrong edition Other.

Developing a Critical Approach to Organizational Communication. CHAPTER 1. However, organization members are not simply passive recipients of control mechanisms, blithely accepting each new form of control as it is implemented. On the contrary, the history of management thought is also a history of struggle, as employees have individually and collectively resisted management efforts to limit their autonomy in the work-place (Fleming & Spicer, 2007). Systems that these companies develop are critical to their competitive success. xx ... Implementing the IT Balanced Scorecard. 2. Turnaround firms, while considering technology to be very important, do not quite have the dependence on technology as do strategic firms. These firms are making the transition to the strategic level. Constraints related to the development of systems. ... Develop information strategies using these results. This set of questions is quite elegant in its simplicity. The remainder of this book provides detailed explanations on how to implement the IT balanced scorecard. This book reviews more than a few. xxii ... Implementing the IT Balanced Scorecard. It's far more effective to choose a design that works reasonably well, then develop a strategic system to tune the structure to the strategy. Restructuring churn is expensive, and new structures often create new organizational problems that are as troublesome as the ones they try to solve. It takes time for employees to adapt to them, they create legacy systems that refuse to die, and a great deal of tacit knowledge gets lost in the process. Encourage the development of a learning organization, develop and implement knowledge management processes, support total quality and customer care initiatives with focused training. Link rewards to quality performance and the achievement of high standards of customer service. Develop core/. The best fit approach emphasizes the importance of ensuring that HR strategies are appropriate to the circumstances of the organization, including its culture, operational processes and external environment. HR strategies have to take account of the particular needs of both the organization and its people.