

Strategic Organization Development

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Strategic Organization Development focuses on aligning an organization's people, processes, and culture with its overall business goals to achieve sustainable growth and improved performance. This involves implementing systematic approaches to foster organizational effectiveness, manage change, and cultivate a resilient, high-performing workforce. It's crucial for driving successful business transformation initiatives and ensuring long-term success.

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Strategic Organization Development

This second volume in the Contemporary Trends in Organization Development and Change Series addresses one of the most complex and important issues for management and organization development today -- how to plan for and create an organization capable of not only competing but excelling in an almost impossibly turbulent and uncertain environment. The book brings together a series of articles by practitioner-scholars. Those authors who have the responsibility for helping their organization create the future, and who also have the responsibility of helping us conceptually understand the process of strategic OD. In this book, you can sense the value of both of these voices -- the practitioner and the scholar. These authors include organization development executives from global Fortune 500 organizations, major community service organizations, major academic contributors to the field, and OD practitioners from major consulting firms. Each author makes a unique contribution by providing strategies for planning the future, implementing change, and creating organizational capabilities for sustained success. New and current models for strategic organization development and candid discussions of issues, difficulties, and ways of coping with unanticipated events are provided. This book is dedicated to contributing to a better understanding and sharing of how major corporations, community service organizations, and OD consultants are experiencing and working with one of the most important organizational problems of today -- how to manage change for success.

Strategic Organization Development

A strategic organizational development program to help organizations set positive goals and create a sustainable future.

Strategic Organization Development

The growing emphasis by Organizational Development (OD) practitioners to focus upon 'Strategic Business Model' of the company has been the prime reason to choose strategy-OD alignment as topic of this book. The need to align HR strategy with overall organization strategy has resulted voluminous knowledge in the area of organization design and change. This requires a synthesis to formalize the knowledge. The present dissertation works upon two primary research themes. Firstly, It identifies predominant strategy orientations / types viz. Defender & Innovator from available literature, and attempts to match them with selected Organization Development (OD) interventions for static and transformational changes. An independent field study is also included here as separate to describe opposing cultural orientations. A proper understanding of loose and tight culture not only facilitates in rating the cases under study but the investigation also gives deep understanding of soft organizational variable before selecting OD interventions. The qualitative study builds case when exploration and exploitation activities takes place under different roof.

Organization Development

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; a 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.

Strategic Organization Design

Ce document propose une approche pragmatique des stratégies organisationnelles pour la création et la recherche de l'efficacité de l'organisation. Les points retenus par les auteurs touchent les concepts utilisés, les outils nécessaires à la création d'une organisation et les processus stratégiques décisionnels.

Organization Development Fundamentals

In a tumultuous global business environment, change is a constant. Organizations are affected by many factors from the local economy to global competition. To be successful they must do more than react to changes, they need to be proactive. Organization Development Fundamentals provides 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. This is a perfect resource for professionals who are just starting out in the OD field or who want to brush-up on the basics. After reading this book, you will be able to: Define organization development and change management. Implement a change effort. Understand the competencies required of successful change agents. Recognize and solve ethical dilemmas related to change.

Organization Development: Strategies and Models

This forward-thinking book introduces HR leaders to core organization development strategies and skills--providing creative approaches, practical tips, and proven methods to help them succeed. Since the 1990s, a transformation has occurred within the role of human resources departments. HR professionals are being called upon to help determine priorities in running the business, craft organizational development strategies, and shape the culture within their company. Through a compendium of the best thinking on the subject, you'll learn how to strategically: identify where best to foster change in the organization, team up with consultants and senior-level staff in leading a change project, improve employee engagement, include others in the important work of the organization, and operate effectively in cross-cultural and virtual working situations. Comprehensive and practical, Handbook for Strategic HR includes 78 articles that will enable you see the big picture roles and responsibilities of human resource professionals today. Best of all, this book is approved for HRCI Recertification Credit--helping you to advance your career in numerous tangible ways.

Handbook for Strategic HR

This textbook covers the fundamentals of organizational development and change (ODC) theory while offering a comprehensive, structured, and systematic approach to guide change management strategies at the organization level. It provides an in-depth understanding of and the tools necessary for designing, diagnosing, implementing and evaluating organizational change interventions. Students will be exposed to case studies in ODC from selected international and Caribbean/Latin American organizations, demonstrating ODC in practice across a broad geographical context. This textbook, the first to offer a macro-level perspective of ODC, provides students with the tools needed to be successful in implementing change into today's organizations.

Leading Organizational Development and Change

Bridging the divide between theory and practice, "Organizational Development and Strategic Change" explores organizational learning, behavior, development, and technology. Covering incremental and rapid change, leadership roles, and management techniques, the book provides in-depth insight on learning and change. This book provides consultants, change agents, and strategists with analytical tools and frameworks to lead effective strategic change and bolster organizational sustainability.

Organizational Development and Strategic Change

This book provides a practical, action-orientated, comprehensive approach which enables change leaders to successfully navigate current change challenges while building long-run change capabilities. It covers strategic drivers, building commitment, leveraging existing assets, navigating the politics and emotions of change, implementation and creating ongoing learning, and offers a unique value proposition that integrates and extends leading edge thinking.

Strategic Organizational Change

Integrating the process orientation of Organizational Development with the content orientation of strategy, the authors present a model of change and show how organizations can learn when and how to make fundamental strategic changes. Lacks an index. Annotation copyright by Book News, Inc., Portland, OR

Integrated Strategic Change

CONTENTS 1. The Interactions between Entrepreneurial Orientation, Firm Resources and the Performance of Tourist Accommodations in the Central Region of Ghana by Senyo Agbegblewu et al. 2. The Impact of Funding on the Sustainability of the Legal Assistance Centre, Namibia by Vasisee Kuvare et al 3. Local Public Finance as a Determinant of Housing Values in California by Frederick J. Oerther et al. 4. Historicity of Igbo Economic Relations, Resilience and Challenges in Post Civil War Era in Northern Nigeria by Lenshie, Nsemba Edward et al.

International Journal of Strategic Organization and Behavioural Science

This book discusses the successes and challenges of leveraging organizational learning in effective strategy development and execution. The authors introduce a framework that helps organizations develop core capabilities to enable them to shift direction rapidly and proactively shape future environments. They also offer a wide selection of cases to illustrate this framework. While some cases highlight fundamental strategic change over time, others are snapshots of mechanisms gradually put in place to jointly optimize learning and performance. There is no one best or right way to leverage strategic organizational learning; different practices may lead to the same outcome and similar practices may lead to different outcomes. The system dynamics underlying such learning — not the simple adoption of one or other practice — are key to success in institutionalizing a performance-based learning approach.

Strategic Organizational Learning

Market-leading Organization Development and Change blends theory, concepts and applications in a comprehensive and clear presentation. The authors work from a strong theoretical foothold and apply behavioral science knowledge to the development of organizational structures, strategies, and processes.

Organization Development and Change

This engaging and accessible textbook shows the importance and role of organizational development around the world, within the context of organizational change. Fostering an analytic approach to organizational issues, it charts the evolution of the field and shows how today OD fosters organizational effectiveness and individual wellbeing. Firmly grounded in a global perspective, it provides a contemporary analysis of OD and highlights the key diagnostic and intervention techniques that can be used to build organizational effectiveness. With a range of critical perspectives, skills development exercises, and practitioner insight, this book blends theory and practice to show OD's conceptualization and its application to contemporary issues faced by organizations. Suitable for upper undergraduate, postgraduate and MBA level, this is the ideal textbook for anyone studying organizational development.

Organization Development

This title was first published in 2002: Health systems across the globe face similar problems: controlling costs while maintaining or improving health care quality and access. Notwithstanding the unprecedented health system reforms of the past decades, many outstanding problems remain in these areas. Drawing on experts from Europe and America this eclectic collection of leading edge research examines the impact of organizational development on improving quality and efficiency in health care. A series of chapters provide accounts of organizational reconfiguration in the UK and elsewhere. The contributors examine how structural and procedural changes must be matched by the development of human resource services if increases in efficiency and effectiveness are to be achieved. The book will be of interest to health care academics, policy makers, managers and practitioners who are interested in keeping abreast of the latest developments in health care research.

Organisation Development in Health Care

Being change capable is the "new normal" for today's growth-minded organizations. The "do more with less" strategies of the past are no longer effective in preparing organizations to meet the increasing challenges for growth, competitiveness and innovation required of them in this new era. Business change challenges including customer and market shifts, legal and regulatory requirements, strategic redirection, acquisitions, strategic partnerships, and cultural transformation are demanding that organizations effectively and efficiently manage change across multiple dimensions. To reach this level of change capability, organizations must adopt an integrated, balanced and customized approach to change management. Change management is addressed from the unique perspective of both its foundational concepts as well as practical application. Using an integrated, scalable and flexible framework, this book provides tools which can be readily customized and applied to initiatives across or within stages of the business change management lifecycle, from assessing the need for change, through planning the change initiative, designing a balanced change solution which integrates the people, process, and project management elements, through deploying and institutionalizing the change. Common risks associated with failed or stalled change initiatives are presented with best practices and key topics associated with change management are explored and illustrated through real-life case studies. Aimed at both the professionals within organizations and post graduate students and researchers within business strategy, organizational behaviour and change management disciplines, this book will provide a conceptual understanding of change management and a roadmap with a supporting toolbox for leading and implementing change that sticks.

Leading and Implementing Business Change Management

This edited volume provides a comprehensive account of the experience of applying the organization development process in India. Part One deals with the concepts and interventions of organizational development. Part Two discusses the Indian experience in the application of organization development in organizations ranging from public sector corporations to voluntary organizations. Part Three deals with contemporary and often unresolved issues confronting organization development consultants and practitioners -- including whether organization development is culture specific or universally applicable, and how organizational politics affect organization development interventions.

Organization Development

'The book offers a full and wide-ranging analysis of the nature and extent of the organisational changes, and of the role played by employability in the new production contexts. Its strengths lie

basically in its multidisciplinary approach, which enables the phenomenon of organisational change to be observed from different angles, and in its commitment to a balance between the pursuit of theory and its empirical underpinnings . . . In summary, this is a well-grounded and argued work, both theoretically and empirically, and will be of interest to anyone wishing to understand the complex nature of organisational change, and especially to those who, even though organisational change may not be their central object of study or concern, nonetheless seek to understand the rich and complex debate concerning processes of organisational transformation as a necessary starting point for the analysis of the broader process of transformation of a model of society.' - Amparo Serrano Pascual, Transfer 'I do not mean to propose any prescriptions for the problem of employment in our time. I leave that to the many fine specialists in the field who have contributed to this book. . . . I find this an excellent and thought-provoking volume that I hope will shed light on a theme of vital significance for people everywhere. For it is in work that people find happiness and fulfilment and meaning.' - From the preface by Carlos Cavallé, University of Navarra, Barcelona, Spain New technologies, global markets and increased competitive pressures mean that companies are having to reinvent themselves, reappraise their competitive strategies and rethink the ways in which they organize business activities. This timely book illustrates how changes in strategy can translate into organizational changes within the firm itself and can influence the relationship between the firm and their employees and collaborators. The authors provide a broad theoretical and empirical assessment of these complex changes, their effect on the nature of employment, and the consequences for both employers and employees. They develop a framework that encompasses the interaction between the strategic reactions of businesses to a changing environment and the restrictions imposed by social institutions. A key theme of the book is that we are now living in an age of transition where concepts such as job security, which have played a crucial role in society, are no longer valid. Indeed, the importance of the research presented in the book is underlined by the social and political implications such changes will undoubtedly bring. Significantly, the authors view the subject matter from an interdisciplinary perspective applying tools from the fields of organizational behavior, sociology and psychology.

Strategy, Organization and the Changing Nature of Work

By challenging the reactive, prescriptive and formulaic theories of late 20th century change management, Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations.

Essentials of Organization Development and Change

We live in an increasingly hyper-competitive global marketplace, where firms are fighting to stay lean and flexible in an effort to satisfy increasingly diverse and specialized consumer demand around the world. Additionally, with the shifting global economy in recent decades and the emergence of the technology and service-oriented knowledge organizations, how do organizations effectively drive positive change? How do organizations effectively foster a continuous learning and innovation culture, better motivate employees, and make sound organizational decisions? What can organizational leaders do to promote ongoing organizational agility that will have a measurable impact on increased firm effectiveness and employee productivity? How can organizations more successfully manage organizational knowledge to achieve strategic organizational goals and add value to all organizational stakeholders? These are just some of the pressing questions facing the organizations of today. Strategic Organizational Development and Change is a text that provides a comprehensive introduction to a broad range of organizational change topics and explores the wide sweeping impacts for the modern workplace, presenting a wide range of cross-disciplinary research and business cases in an organized, clear, and accessible manner. Additionally, unlike other organizational development and change texts, this book has a strong strategic management and practitioner focus. It will be informative to management students, academics and instructors, while also instructing organizational managers, leaders, and human resource development professionals of all types seeking to understand proven practices and methods to creating organizational systems and culture to promote ongoing organizational learning and innovation to drive firm effectiveness in an increasingly competitive global economy. This text was compiled, edited, and adapted from multiple open source textbooks and created under a Creative Commons License without attribution as requested by the work's original creator or licensee. For a free copy of the e-text, please visit HCIPress.org.

Strategic Human Resource Development

Essay from the year 2012 in the subject Business economics - Business Management, Corporate Governance, grade: A, Northcentral University, language: English, abstract: In order for strategic planning to effectuate change in an organization, pros and cons must be considered before a consensus must be made. Such an appropriate decision-making procedure creates what could be a predicted outcome of the organization if such determinants are input and taken into action. The SWOT Analysis—Strengths, Weaknesses, Opportunities, and Threats—is a commonly-known strategic planning tool for organizational development with probable causes and effects when implementing a strategy or an initiative (see Bordum, 2010; Panagiotou & van Wijnen, 2005).

Strategic Organizational Development and Change

To thrive in today's rapidly changing, global, dynamic business environment characterized by constant change and disruption, organizations must be able to adapt and innovate to maintain their competitive edge. *Organization Design: Creating Strategic & Agile Organizations* prepares students to make smart strategic decisions when designing and redesigning organizations. Structured around Galbraith's Star Model™, the text explores five facets of organization design: strategy, structure, processes, people, and rewards. Author Donald L. Anderson distills contemporary and classic research into practical applications and best practices. Cases, exercises, and a simulation activity provide multiple opportunities for students to practice making design decisions. Includes an innovative organization design simulation activity that puts students in the role of a design practitioner!

The Influence of the SWOT Analysis in Organizational Development Strategic Planning

Large Scale Organizational Change provides the principles by which large scale organizations reinvent themselves not once, but on an ongoing basis. Continual reinvention allows leading companies to learn, adapt, and innovate faster than competitors in complex and fast changing environments. These action principles are based on first-hand experience at the world's leading Fortune 500 companies using emergent models of living systems. The context for large scale organizations is one of information overload, complexity and constant change. This book reduces the sense of vulnerability felt by managers. It provides a guide to piloting change in ways that lead to constant renewal and a capacity to survive frequent and often brutal changes in the operating environment. It describes a leadership concerned with the capacity to learn, inflection points, emergent strategies, knowledge management, the ability to anticipate, and tapping into the distributed intelligence resident in the organization. *Large Scale Organizational Change* provides managers with a framework for making their organizations highly adaptive in the complex market systems in which they operate, thereby reducing or eliminating the need for periodic episodes of traumatic restructuring and sometimes fatal reengineering processes.

Organization Design

In this volume, contributors from the fields of both strategic management and organizational behaviour have been brought together to explore the relationship between organizational learning and competitive advantage.... In their editorial introduction, Edmonson and Moingeon trace changes within the fields of strategy and organizational development that have encouraged a more integrative approach. On the strategy side, the emergence of the "resource view of the firm" has drawn attention to the importance of firm-specific resources including knowledge and how it is acquired, as sources of competitive advantage. On the other hand, organizational development practitioners have become increasingly interested in relating their traditional t

Large-Scale Organizational Change

Organization development practitioners have, for over half a century, engaged with organizations to help them grow and thrive. The artful application of Organization Development (OD) has helped business leaders articulate vision, rethink business processes, create more fluid organization structures and better utilize people's talents. While business leaders and OD practitioners intuitively believe that OD provides valuable results, rigorous measurement of the value delivered has long eluded many OD practitioners. 'Bottom-Line Organization Development' provides powerful tools to capture and measure the financial return on investment (ROI) of OD projects to the business. Given the increasing competition for budget and resources within organizations and the requirements of demonstrating tangible results, the need for such OD measurement tools is very high. But in addition to proving the value of OD projects, integrating evaluation into the change management process itself can actually increase the value of the change initiative because it opens up new ways of capturing and increasing

the value of change initiatives. In other words, there is an ROI to ROI. Merrill Anderson calls this new way of approaching OD "strategic change valuation." The book explains the five steps in the OD value process - diagnosis, design, deployment, evaluation and reflection. In addition, three case studies take readers through the process of applying bottom-line OD to three types of popular strategic change initiatives: executive coaching, organization capability, and knowledge management. Readers will gain a holistic perspective of how to make the seemingly intangible benefits of these initiatives tangible.

Managing Change

With the gradual resumption of economic activity, most businesses are facing a range of challenges associated with implementing measures to protect the health and safety of their employees. Some employers had to put certain business activities on hold and even start new ones in order to keep their organizations operating efficiently. The global COVID-19 pandemic plus digital transformation and the pressure of Industry 4.0 have challenged companies to manage their organizations in newfound ways. In the short term, they are facing enormous changes to their business plans; in the long term, they must adapt and continue to progress on their original goals. *Reviving Businesses With New Organizational Change Management Strategies* is a crucial reference book that analyzes the sensitivity of organizations to change management based on methodologies and tools to control impacts, to understand how employees will be impacted in their environment, and to learn how technology will help both the industry and professionals. This book also explores types of frameworks that are built for communication and business continuity, the importance of collaborative and interactive relationships for change management, and emotional factors and issues for change management. Covering topics including change management models, cybersecurity, Health 4.0, privacy and security, and information systems management, this text is essential for managers, executives, human resources managers, academicians, students, and researchers looking for successful business strategies that are leading to increased efficiency, performance, and growth.

Organizational Learning and Competitive Advantage

Transform your organization! To truly transform your organization, you must learn to transform your own mindset. *Beyond Change Management*—the only book specifically about the interaction of leadership style, mindset, and the change process—revolutionizes leaders' approach to transformational change. Shattering the myth that transformation can be managed, this book—part of the *Practicing OD Series*—offers you new directions and ways of thinking and behaving that are essential for successful change. Its unique approach brings organization development (OD) into the mainstream of leaders' approaches to change, expanding and integrating the fields of OD, leadership, change management, and consciousness. You'll also get: ready-to-use worksheets, questionnaires, guidelines "Powerful business solutions to the current chaos facing many organizations today. Dean Anderson and Linda Ackerman Anderson get to the heart of change, the human touch, by using timeless techniques and tools." --Ken Blanchard, coauthor, *The One Minute Manager* and *GungHo!* "The authors combine their keen observations, sharp insights, and open hearts to produce towering works that will stand as lasting contributions to leadership and organization development. ... [t]hey guide us along a path of personal discovery so that we may have the strength of spirit to risk the creation of more meaningful organizations." --Jim Kouzes, coauthor, *The Leadership Challenge* and *Encouraging the Heart*

Bottom-Line Organization Development

Organization development activities intervene in the interactions of human resource systems, such as formal and informal groups, work culture and climate, and organization design to increase their effectiveness using a variety of applied behavioral sciences. Organizational development is an ongoing, systematic process to implement effective change in an organization. Organizational development is known as both a field of applied behavioral science focused on understanding and managing organizational change and as a field of scientific study and inquiry. This peer-reviewed *International Journal of Strategic Organization and Behavioural Science (IJSOBS)* ISSN 0974-3464 is interdisciplinary in nature and draws on sociology, psychology, and theories of motivation, learning, and personality and other related issues.

Reviving Businesses With New Organizational Change Management Strategies

Market-leading ORGANIZATION DEVELOPMENT AND CHANGE, 9th Edition blends theory, concepts and applications in a comprehensive and clear presentation. The authors work from a strong theoretical

foothold and apply behavioral science knowledge to the development of organizational structures, strategies, and processes.

Beyond Change Management

An insightful and practical toolkit for managing organizational growth *Growing Pains* is the definitive guide to the life cycle of an organization, and the optimization strategies that make the organization stronger. Whether growth is rapid, slow, or not occurring at all, this book provides a host of solid tools and recommendations for putting everything in order. Now in its fifth edition, this invaluable guide has been fully updated to reflect the current economic climate, and includes new case studies and chapters discussing nonprofit life cycle tools, leadership challenges and the "leadership molecule"

International Journal of Strategic Organization and Behavioural Science (2013 Annual Edition)

This cutting-edge text shows how large scale organizational change is in fact a complex iteration of individual, team, interdepartmental and organization processes whereby each continually and systematically influences the others (a topic often neglected by ODC and strategy books). Traditionally, strategy and organization development and change have occupied different worlds; one grounded in the economic and management sciences, the other in the applied behavioural sciences. In this enlightening text, Coghlan and Rashford abridge these two worlds using a framework of organizational levels. In this important text, the authors here clearly demonstrate how such processes are brought together in an interlevel approach. They focus on the involvement of such players as: individuals (CEO, senior managers and others) teams (senior management team, board, other teams) inter-departmental groups (inter-team) the organization (in its external relations). This interdepartmental aspect of most organizations is critical to developing and deploying strategic actions, yet is often never discussed. Exploring both the external and internal discontinuous nature of forces for change, this book guides the reader through the intricacies of this highly complex subject. Expertly combining theory with practice, it will be a valuable book for masters level and advanced undergraduate students, and for all those concerned with strategy and change.

Organization Development & Change

Organization development activities intervene in the interactions of human resource systems, such as formal and informal groups, work culture and climate, and organization design to increase their effectiveness using a variety of applied behavioral sciences. Organizational development is an ongoing, systematic process to implement effective change in an organization. Organizational development is known as both a field of applied behavioral science focused on understanding and managing organizational change and as a field of scientific study and inquiry. This peer-reviewed International Journal of Strategic Organization and Behavioural Science (IJSOBS) ISSN 0974-3464 is interdisciplinary in nature and draws on sociology, psychology, and theories of motivation, learning, and personality and other related issues.

Growing Pains

Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Comprising 12 chapters in 6 parts, the text opens with an explanation of the environment of change faced by organisations today. It then deals with managing organisational development, which is a planned process of change which is often subject to the incursions of organisational transformation, a more dramatic and unpredictable type of change. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. Finally, to emphasise the relationship between theory to practice, *Organisational Change: Development and Transformation 6e* provides 10 local and international case studies and a suite of online cases supported by a case matrix. Case studies, exercises and support material present the challenges of change management in a real-life manner - examining issues from a variety of viewpoints.

Organizational Change and Strategy

Organizational Transformation is the first book to analyze how organizations make it through difficult periods. Based on case studies drawn from a variety of industries, such as mental hospitals, schools, manufacturing companies, and the American Wildlife Society, this book offers practical advice on development strategies for managers and organization consultants. The book is divided into four sections, the first of which describes in detail the different approaches that have been developed to transform organizations. The second section describes and compares some of the basic strategies used in transforming organizations. The third provides the reader with a variety of theories and research on the topic, and the final section conceptualizes and integrates these theories.

International Journal of Strategic Organization and Behavioural Science (2014 Annual Edition)

Through the application of information architecture principles, the development of a comprehensible strategic planning process and a useable planning document together will provide an effective solution to any business's strategic planning problems. Applying Principles from IT Architecture to Strategic Business Planning describes the principles of IT architecture to develop the creation of an information model of business strategic requirements. Highlighting the importance of organizational goals within a business, this book is an essential read for employees on a managerial and executive level who are involved in the organizational development of a company.

Organisational Change

Evaluating organization development (OD) and change is critical for any executive team, project manager, or consultant who wants to see the change effort sustain and successfully evolve. Evaluation can be the key to enacting real change that makes sense to the team, your customers, and your stakeholders while seeing your strategic plan make crucial differences. The process of evaluation is often missing from change initiatives, and many previous books have glossed over the topic, but Evaluating Organization Development: How to Ensure and Sustain the Successful Transformation makes planning, implementing, and then assessing your change efforts simple. With handy "how-to" lessons, pull-out tools that are ready to use, and case studies that guide the implementation of each step, your team will be able to show the impact and justify the resources for each project. In addition, your team benefits from this step-by-step guide because they too will now understand their role and be connected to meeting the challenge of each metric. When the team understands the goal and how to achieve it, everyone wins.

Organizational Transformation

Applying Principles from IT Architecture to Strategic Business Planning