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Nota di contenuto	chapter Introduction: Organizational interventions: Where we are, where we go from here? / Karina Nielsen -- part PART I Planning and implementing organizational interventions -- chapter 1 Using high-involvement Fishbone workshops to transform problem identification into tailor-made organizational interventions / Christine Ipsen -- chapter 2 Getting everyone on the same page: Cocreated program logic (COP) / Ulrica von Thiele Schwarz, Anne Richter and Henna Hasson -- chapter 3 Participatory interventions in call centres / Carolyn Axtell -- part PART II Evaluating organizational interventions -- chapter 4 Valid and taken seriously? A new approach to evaluating Kaizen-inspired (and other) intervention tools / Christian Dyrland Wahlin-Jacobsen -- chapter 5 Evaluation of the preparatory phase of a stress intervention: A case study from the Australian public sector / Maureen F. Dollard -- chapter 6 Tricks of the trade: Practical advice from the PIPPI project for evaluating organizational interventions / Johan Simonsen Abildgaard -- part PART III New directions -- chapter 7 Supporting participatory organizational interventions: New opportunities, roles and responsibilities for researchers and OSH professionals / Robert A. Henning -- chapter 8 Applying an integrated approach to workplace mental health in SMEs: A case of the "too hard basket" or picking some

easy wins? / Angela J. Martin and Anthony D. LaMontagne -- chapter 9 Supporting interventions: Enabling senior management to enhance the effectiveness of a training program for line managers / Henna Hasson, Caroline Lornudd, Ulrica von Thiele Schwarz and Anne Richter -- chapter 10 Leadership and team development to improve organizational health / Georg F. Bauer -- chapter Epilogue: Critical reflections and the way forward / Andrew Noblet.

Sommario/riassunto

This important new collection provides not only a comprehensive overview of how organizational interventions can improve health and well-being in the workplace - addressing its causes rather than the symptoms - but also the practical issues faced in their design, implementation and evaluation. Drawing on a range of case studies and empirical investigations, it is the first book to seriously examine each element of the intervention process, and to recognize the individual, group, leader and organizational factors that researchers should consider. The authors describe the various challenges to such collaborative processes, as well as the specific methods and tools that can be used in response. Each chapter offers practical, evidence-based guidance. Featuring a final section examining new directions and approaches in organizational intervention research, the book features contributions from some of the leading international researchers in the field. It will be essential reading for any researcher or practitioner interested in the practical issues involved in improving the organization, design and management of the contemporary workplace.
