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| Edizione                | [1st edition]   |
| Descrizione fisica      | 1 online resource (673 p.)  |
| Altri autori (Persone)  | VogelsangJohn   |
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| Livello bibliografico   | Monografia  |
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| Nota di bibliografia    | Includes bibliographical references and index.  |
| Nota di contenuto       | Cover; Title; Copyright; CONTENTS; The Editors; Section 1 The Changing World of Human Resources; Introduction; 1. The Role of Organization Development in the Human Resource Function; 2. Organization Development and Human Resources Management; Section 2 Consulting and Partnership Skills; Introduction; Facilitation and the Consulting Process; The Core Skills Needed in Consulting on Process Issues; The Client-Consultant Relationship; The Consultant as Person; Partnerships Among the HR Business Partner, Leadership, Staff, and an Internal or External OD Consultant; 3. Facilitation 101<br>4. Action Research: The Anchor of OD Practice5. The Organization Development Contract; 6. The Seven Deadly Sins of OD Consulting: Pitfalls to Avoid in the Consulting Practice; 7. Notes Towards a Better Understanding of Process: An Essay; 8. The Consultant as Process Leader; 9. Working with the Client-Consultant Relationship: Why Every Step Is an "Intervention"; 10. Who Owns the OD Effort?; 11. Unraveling the "Who's Responsible?" Riddle; 12. Rules of Thumb for Change Agents; 13. If I Knew Then . . . : An Essay; 14. Who Is the Client Here?: On Becoming An OD Consultant<br>15. An Inner Blueprint for Successful Partnership Development: Putting a Relationship to Work16. Reflections on a Cross-Cultural Partnership in Multicultural Organizational Development Efforts; Section 3 Use of |

Self as an Instrument of Change; Introduction; Use of Self: Our Instrument of Change; The Mental Realities We Build; Ethical Leadership; Covert Processes; 17. Managing Use of Self for Masterful Professional Practice; 18. Personal and Organizational Authority: Bringing the Self into a System of Work Relationships; 19. Diversity, Inclusion, and the Ladder of Inference  
20. Mindfulness and Experiential Learning  
21. Generative Conversations: How to Use Deep Listening and Transforming Talk in Coaching and Consulting; 22. Diversity and Social Justice: Practices for OD Practitioners; 23. Racism in the Workplace: OD Practitioners' Role in Change; 24. Quadrant Behavior Theory: Edging the Center the Potential for Change and Inclusion; 25. Ethical Leadership and OD Practice; 26. Diagnosing Covert Processes in Groups and Organizations; Section 4 Thinking Systemically and Strategically; Introduction; Systems Thinking: The Connectedness of Everything  
An Evolving Understanding of Systems Thinking  
Designing Organizations; Culture; Organic/Open Systems Models; Complex Adaptive and Dialogic Approaches; 27. General Systems Theory: What is it? Is There an Application Example for OD?; 28. Gestalt OSD and Systems Theory: A Perspective on Levels of System and Intervention Choices; 29. Towards a Behavioral Description of High-Performing Systems; 30. Chaos and Complexity: What Can Science Teach?; 31. The Postmodern Turn in OD; 32. Corporate Culture; 33. Trauma and Healing in Organizations  
34. Diversity and Inclusion as a Major Culture Change Intervention

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#### Sommario/riassunto

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Things are changing in the world of human resources.

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