

# Fundamentals of Organisation Development and Change Management

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## About this Publication:

'Business as usual' is not a sustainable strategy in the 21st-century workplace. Organisations have to adapt in order to thrive in the contexts of a transforming South Africa and increasing exposure to the global economy. South African and African organisations need interventions based on international knowledge and best practices but supplemented with African research and application. In Fundamentals of Organisation Development and Change Management, the authors have combined their extensive local and international experience in the practice of organisation development and change management to present the student, manager and science practitioner with the fundamentals they need to facilitate change initiatives.

### Key Features/ benefits

- Approaches to organisation development and change management
- The differences between organisation development and change management classic organisation development models and theories, combined with the latest developments in the field
- A practical, structured approach to change management case studies in the South African context enriched learning activities throughout the text with added reflective questions, multiple choice questions and case studies at the end of each chapter.

### Main updates

The book covers the core concepts of organisation development with a good balance between theory and application and is accessible to the novice student, manager and science practitioner of OD. Although the practice of organisation development is growing rapidly in South Africa and neighbouring countries, the lack of academic books on the subject for undergraduate students to serve as a foundation in this field poses a challenge. The aim of this book is to address this gap.

**Contents Include:**

- Chapter 1: Introduction to organisational development
- Chapter 2: Organisation development and change
- Chapter 3: A practical approach to change management
- Chapter 4: The role of the organisation development consultant
- Chapter 5: Facilitation skills
- Chapter 6: Core theories and models
- Chapter 7: The organisation development process
- Chapter 8: Organisation diagnosis
- Chapter 9: Designing interventions
- Chapter 10: Interventions: From the individual to the team
- Chapter 11: Organisation-wide/large-scale intervention
- Chapter 12: Major developments in organisation development

**Of Interest and Benefit to:**

- Undergraduate students
- HR Practitioners