For Immediate Release

Organization Development
Principles, Processes, Performance
Gary N. McLean

Organization development (OD) is more important than ever. Not only is OD a growing field in itself, it is also growing as a component of management, human resource development, industrial and organizational psychology, and human resource management.

Organization Development: Principles, Processes, Performance is a new textbook designed for use in undergraduate and graduate programs in any of these disciplines. Gary McLean provides readers with an overview of the field and acquaints them with the basic principles, practices, values, and skills of OD. Most of the existing books in OD have focused on a narrow theory or practice perspectives, and focus more on process rather than outcomes. Organization Development successfully combines theory and practice; process and outcomes; performance and affective results; effectiveness and efficiency.

McLean covers every aspect of the work of an OD professional and features case studies in every chapter. He explains how OD professionals actually get work and what the first steps in any OD effort should be. He surveys different ways to assess an organizational situation—including a comparison of the Action Research and Appreciative Inquiry models—and provides forms for devising an action plan based on that assessment. McLean then looks at how to choose and implement a range of interventions at different levels. Uniquely, Organization Development goes beyond the organizational level to look at the application of OD on community, national, regional, and global levels. The book offers continued guidance even after the assessment stage. McLean discusses how to evaluate the results of an intervention and how to resolve the controversy over adopting a particular change method versus remaining in a state of constant change among other issues. McLean closes with an overview of the field’s basic values and competencies and a look towards the future.

Table of Contents

1. What is Organization Development?
2. Entry: Marketing and Contracting
3. Start-up and Systems Theory
4. Organizational Assessment and Feedback
5. Action Planning and Introduction to Interventions
6. Implementation: Individual Level
7. Implementation: Team and Interteam Levels
8. Implementation: Process Level
9. Implementation: Global Level
10. Implementation: Organizational Level
11. Implementation: Community and National Levels
12. Evaluation of Processes and Results
13. Adoption of Changes and Follow-up
14. Reasons for Separation from the Organization
15. Ethics and Values Driving OD
16. Competencies for OD
17. Issues Facing OD and Its Future
Gary McLean is Professor and Coordinator, Human Resource Development and Adult Education; Professor, Business and Industry Education; and Morse Alumni Distinguished Teaching Professor, Work, Community, and Family Education at the University of Minnesota. He is also president of McLean Global Consulting. He has authored or coauthored 20 books, and is the recipient of the Outstanding Scholar award from the Academy of Human Resource Development.

Organization Development: Principles, Processes, Performance
By Gary N. McLean
Published by Berrett-Koehler Publishers, Inc.
Price: $49.95
Publication Date: December 2005