



Large Group Interventions

Thomas G. Cummings



Large Group Interventions:

Large Group Interventions Barbara Benedict Bunker, Billie T. Alban, 1996-10-15 *Large Group Interventions* presents a comprehensive overview of twelve of the most powerful methods of large group interventions in use today This comprehensive guide describes the methods origins explores their differences and similarities and presents vivid examples and case studies of each intervention method in action Bring together as many as two thousand employees and customers in one location for activities as diverse as creating future direction restructuring the organization solving problems and generating new ideas *Large Group Interventions* covers A brief history of large group interventions The search conference Real time strategic change Participative design Large group dynamics *Large Group Interventions* is the first and only book to present and compare different large group intervention methods and describe the situations and conditions under which each might be used

The Handbook of Large Group Methods Barbara Benedict Bunker, Billie T. Alban, 2012-06-26 *Large Group Interventions* are methods used to gather a whole system together to discuss and take action on the target agenda That agenda varies from future plans products and services to redesigning work to discussion of troubling issues and problems *The Handbook of Large Group Methods* takes the next step in demonstrating through a series of cases how *Large Group Methods* are currently being used to address twenty first century challenges in organizations and communities today including Working with widely dispersed organizations and the problem of involvement and participation Working with organizations facing a serious business crisis Working with organizations in polarized and politicized environments Working in community settings with diverse interest groups Working at the global level and adapting these methods for cross cultural use Embedding and sustaining new patterns of working together in organizations and communities

Building an Evidence Based Practical Guide to Large Scale Interventions Tonnie van der Zouwen, 2011 The guide offers an instrument and tools for systematic evaluation of interventions

Large Group Interventions for Organizational Change, 1997 *Community Visioning Programs* Norman Walzer, Gisele Hamm, 2017-10-02 Communities have practiced strategic planning for decades using a variety of tools and programs based on the initial Take Charge programs of the early 1990s These efforts generated a large amount of research regarding their effectiveness as well as ways to measure long term outcomes and other related issues in efforts to better understand the process of community change This book provides contributions written by researchers and practitioners describing both visioning and other strategic planning efforts The Great Recession challenged the future of many small and medium sized cities especially in non metropolitan areas renewing the interests of community leaders and elected officials in finding innovative ways to revitalize their local employment base and economic opportunities Having access to a collection of best practices and successful approaches can greatly assist these practitioners in selecting strategies and techniques for use in their community efforts The material in this book is especially useful because it includes both methodologies as well as case studies of how and why various approaches used in alternative

cultural settings have succeeded This book was originally published as a special issue of Community Development

Reference Guide on Understanding Common Use at Airports Rick Belliotti, 2010 The aviation industry has seen dramatic changes in the past two decades with significant growth during the 1990s a significant industry disruptive event on September 11 2001 and an economic decline resulting in a sharp rise in fuel prices that has substantially changed the economics of airline operations and a decline in growth During this period airlines have adapted to the changes in various ways many of which have resulted in adaptability issues for airport operators thus raising the question of is there a better way to be more flexible and responsive to airline service changes in good and bad times From an airline perspective cost reduction since September 11 has been a prominent focus From an airport operator perspective adapting to and accommodating changing flight services by incumbent carriers as well as new entrant services has been a key focus In recent years offering more cost effective solutions to retain or encourage new services in the face of service reductions has become a key focus Airport operator interests in common use have been heightened by the potential for achieving a reasonable balance between airline and airport operator interests The implications of transitioning from a traditional model of airline facility use and leasing focused on dedicated facilities to common use has elicited varying and often conflicting perceptions of benefit and cost

Organisational Change Dianne Waddell, Andrew Creed, Thomas G. Cummings, Christopher G. Worley, 2016-08-31 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

Organisational Change: Development and Transformation Dianne Waddell, Andrew Creed, Thomas G. Cummings, Christopher G. Worley, 2019-08-01 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 Organisation Change Development and Transformation 7e takes both an organisational development and transformational approach to change to reflect the environment of change faced by organisations today

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Facilitating Groups Jenny Rogers,2010-05-16 Every manager every coach every HR professional every trainer every team leader anyone who needs to get the best out of a group needs to know how to facilitate Facilitation bypasses coercion teaching or chairing It s about how to read a group how to challenge appropriately and how to name the apparently unnameable It s about being able to design events which perfectly match what the group needs and then to run such events with aplomb Facilitating Groups now fully revised in this new edition is written by a facilitator with 30 years of experience and cuts to the heart of the practical skills that any facilitator needs

Management Fundamentals Robert N. Lussier,2020-01-07 Packed with experiential exercises self assessments and group activities the Ninth Edition of Management Fundamentals develops essential management skills students can use in their personal and professional lives

School-Based Multisystemic Interventions For Mass Trauma Avigdor Klingman,Esther Cohen,2012-12-06 School Based Multisystemic Interventions for Mass Trauma presents the theoretical foundations of school based crisis intervention which is a systemic approach to helping the school system in an emergency The book offers a theory and research based framework to address the numerous and varied needs of student parents educational staff school administration and the mental health professionals themselves The sections include the following A systematic review of the theory and findings relevant to mass disasters their impact on children and postdisaster stress processing and positive coping A conceptual basis for schoolwide preventive interventions and A comprehensive multisystemic intervention plan involving school children school personnel and community agencies School Based Multisystemic Interventions for Mass Trauma is a valuable resource for school psychologists school mental health workers clinical child psychologists school counsellors as well as for educators and school administrators

An Introduction to Work and Organizational Psychology Nik Chmiel,2008-06-03 This edition provides a comprehensive European introduction to issues in work and organisational psychology It contains case studies graphics a range of instructor support and a variety of pedagogical features

Organization Development Donald L. Anderson,2023-06-28 Organization Development The Process of Leading Organizational Change Sixth Edition offers a comprehensive look at individual team and organizational change covering classic and contemporary organization development techniques Today s practitioners seek a solid foundation that is academically rigorous but also relevant timely practical and grounded in OD values and ethics In this bestselling text author Donald L Anderson provides students with the organization development tools they need to succeed in today s challenging environment of increased globalization rapidly changing technologies economic pressures and evolving workforce expectations The new Sixth Edition has been updated to reflect the latest research New cases chapter learning objectives examples sections on diversity equity and inclusion and the impact of COVID 19 on the workplace provide readers

with the latest information on OD best practices Whole-Scale Change Dannemiller Tyson Associates,2000-10-25 PEOPLE IN ORGANIZATIONs of all types public and private large and small have for years had to wrestle with the formidable challenge of successfully planning and implementing changes in how they do business Today the demand for faster approaches is increasing across a broad spectrum of organizations in business and society as they are faced daily with an array of change mandates new business strategy development and deployment merger and acquisition integration work re design community organizing and more Traditional command and control structures and processes no longer enable and mobilize people in organizations the rapid rate of change in the environment demands new and different ways for organizations to respond Whole Scale Change Unleashing the Magic in Organizations combines systems theory and practical methodology to offer a proven flexible approach that leads to aligned action by hundreds even thousands of people and creates powerful processes for change Shattering the old paradigm about how long it takes organizations to change the book shows how to rapidly engage the whole system in meeting organizational agility and flexibility demands It offers adaptable repeatable strategies for different settings and convening issues through the authors unique Whole Scale approach which has been successfully applied in diverse businesses and industries the service sector health care education government other nonprofits and communities throughout the world Imagine everyone in your organization pulling in the same direction everyone with the same information acting quickly to solve the problems and confront the issues facing your organization Whole Scale Change provides not only the theories and principles underlying the approach but also the practical methods tools and road maps for unleashing the energy and combining the power and wisdom of all the people in an organization

Fundamentals of Management with Online Study Tools 12 Months Danny Samson,Richard L Daft,Timothy Donnet,2017-12-05 Samson Daft Donnet s Fundamentals of Management is a robust foundation text providing a balance of broad theoretical content with accessible language for students This sixth edition features a new author on the team and contains updates to content based on recent research Along with current management theory and practice the text integrates coverage of innovation entrepreneurship agile workplaces social media and new technology throughout The book is rich with experiential exercises self assessment activities challenges and cases for students to engage with developing multiple skills Examples within the text are both local and global with a new focus on a skills approach and each part of the text concludes with a contemporary continuing case study focussing on car company Toyota as it faces managerial challenges and opportunities in the region The text covers the four key management functions Planning Organising Leading and Controlling conveying to students the elements of a manager s working day Handbook of Organization Development Thomas G. Cummings,2008 The contributors reflect the field of organizational development s rapid growth and success since its inception 50 years ago into a far more complex study than it was just a few decades ago They show how organizational development has expanded from dealing with internal problems to the need to address more strategic issues **Behind the**

Badge Sharon M. Freeman Clevenger, Laurence Miller, Bret A. Moore, Arthur Freeman, 2014-11-13 This volume is the logical follow up to the military treatment handbook *Living and Surviving in Harm's Way* Sharon Freeman Clevenger Laurence Miller Bret Moore and Arthur Freeman return with this dynamic handbook ideal for law enforcement agencies interested in the psychological health of their officers Contributors include law enforcement officers with diverse experiences making this handbook accessible to readers from law enforcement backgrounds This authoritative comprehensive and critical volume on the psychological aspects of police work is a must for anyone affiliated with law enforcement Organization Development

Joan V. Gallos, 2017-07-27 This is the third book in the Jossey Bass Reader series *Organization Development* A Jossey Bass Reader This collection will introduce the key thinkers and contributors in organization development including Ed Lawler Peter Senge Chris Argyris Richard Hackman Jay Galbraith Cooperrider Rosabeth Moss Kanter Bolman Deal Kouzes Posner and Ed Schein among others Without reservations I recommend this volume to those students of organizational behavior who want an encyclopedia of OD to gain a perspective on the past present and future Jonathan D Springer of the American Psychological Association *Handbook of Psychology, Industrial and Organizational Psychology* Irving B. Weiner, Neal W. Schmitt, Scott Highhouse, 2012-10-16 Psychology is of interest to academics from many fields as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do This award winning twelve volume reference covers every aspect of the ever fascinating discipline of psychology and represents the most current knowledge in the field This ten year revision now covers discoveries based in neuroscience clinical psychology's new interest in evidence based practice and mindfulness and new findings in social developmental and forensic psychology *Routledge Handbook of Organizational Change in Africa* Franca Ovadje, Samuel Aryee, 2018-08-06 Although change management and therefore effective adaptation to environmental complexity is considered a uniquely human cultural activity the extensive change management literature is largely based on the experiences of organizations in the advanced economies of the West As the economies of African countries become increasingly open African organizations will need to be agile in order to adapt and grow in a dynamic global environment Currently there is a dearth of contextualized knowledge on change management within Africa but this handbook aims to address this by bringing together a wide range of experts to explore organizational change and change management from an African context The handbook adopts a multidisciplinary historical philosophical processual and strategic perspective as well as empirical accounts of change management It addresses such issues as What are the external and internal pressures for change What is the content and process of change management What are the essentials of effective change management How can change management be theorized from an African perspective What sort of leadership can best align with change management demands in an African context How do organizations build internal change management capability It is hoped that answers to these questions contained in the handbook will provide a contextualized understanding of change

management which African organizations and scholars can leverage to respond to the threats and opportunities inherent in their increasingly dynamic environment The handbook should constitute an essential reference for academics researchers and advanced students of change management development studies and African studies as well as practitioners

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