## ORGANIZATION DEVELOPMENT

Strategies for Changing Environments Second Edition

Robert Smither, John Houston, and Sandra McIntire



NEW YORK AND LONDON

## CONTENTS

PARTI The Field of Organization Development		
1	An Introduction to Organization Development	3
2	Organizational Change: Adaptation, Growth, and	
2	Development	33
3	Change Agents	61
DA	DAT II	
PART II Theory, Research, and Diagnosis		97
	., , ,	
4	Understanding Organizational Architecture	99
5	Researching the Organization: Data Collection	132
6	Researching the Organization: Analysis and Feedback	170
	<b>N</b> <i>T</i> <b>11</b>	
PART III Interventions 20.		
1110		200
7	The Intervention Process	205
8	Individual Interventions	235
0		255
9	Team Development Interventions	262
10	Organization-Wide Interventions	298
		, .

## PART IV Issues in Organization Development

- 11 Power and Politics in Organization Development
- 12 Assessing the Effects of Organizational Change
- 13 Organization Development in the 21 st Century

References Index