

Organizational Change and Intervention Strategies



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Organizational Change and Intervention Strategies

UNIT-I

Organizational Change: The domain of change, concept, change agents, strategic management of change; Managerial approaches for implementing change; Models of organizational change, Kurt Lewin's models of change, Huse's 7 stages model of change.

UNIT-II

Change Management: Change process, facilitating change, dealing with individual and group resistances, Intervention

strategies and developing learning organization.

**Organizational Diagnosis- Meaning and importance,
Weisbord's model of organizational diagnosis and
Methods of obtaining diagnostic information.**

UNIT-III

**Organizational Development: An overview, Steps in OD
process, General OD Competencies, OD Skills, Values,
Assumption and Beliefs in OD; Designing OD
Interventions- Interpersonal, Team, Intergroup,
Structural and Comprehensive Interventions; Evaluation
of Organizational Development Interventions**

UNIT-IV

**Organizational Culture and Change; Corporate Culture,
Types of Culture, Importance, Nature, Formal and
Informal Components of Organizational Culture,
Designing Cultural Change; Organizational Culture and
Leadership; Emerging Trends in Organizational Culture;
Ethics of OD Professionals and Future of OD**