

# ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT



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**TELANGANA UNIVERSITY ORGANIZATIONAL DEVELOPMENT &  
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## **Description**

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## **ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT**

### **UNIT: I**

Organisational Development (OD): - Definition and concept-Nature of Organisational Development-Foundations of Organisational Development-Client-Consultant Relationship.

### **UNIT: II**

OD Interventions: Sensitivity Training-Survey Feedback-Process Consultation Interventions-Intergroup team - Building Interventions- Third-Party Peacemaking Intervention-Structural Interventions.

### **UNIT: III**

Leadership: Leadership through self awareness and self discipline-Leadership Development Programs- Evaluation of Leadership Development Efforts-Leadership Practices that Foster Total Quality Management. Leadership Challenges in Managing Transformational Change in a Strategic Organization.

### **UNIT: IV**

Change: Introduction to change-Need for Change-Forces for Change-Understanding of Change, Types of Change-Incremental Change -Radical Change-Participative Change-Directive Change.

### **UNIT: V**

Change Management: Models of Organisational Change - Sources of Change-Resistance to Change-Planning and Implementing Change-Managing Change Effectively - Key Roles in Organisational Change - Visionary Leadership and Change Management.

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