



# Organization Development: A Process of Learning and Changing (3rd Edition)

*W. Warner Burke, Debra A. Noumair*

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Master the modern discipline of Organizational Development (OD), and use it to plan and drive effective change. *Organization Development, Third Edition* is today's complete overview of the OD discipline for managers, executives, administrators, consultants, and students alike. Fully updated to reflect major changes since the classic Second Edition, it explains how OD is now practiced, and how it is continuing to evolve. The authors illuminate each key theory in the field, giving readers the background they need to translate theory into action, make key choices, help organizations learn, and lead change. Coverage includes:

- What OD is, where it came from, and where it is headed
- Understanding OD as a process of change
- Defining the OD client (why your client may not be who you think it is)
- Diagnosing organizational problems
- Applying the Burke-Litwin model of organizational performance and change
- Assessing how well OD techniques work
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