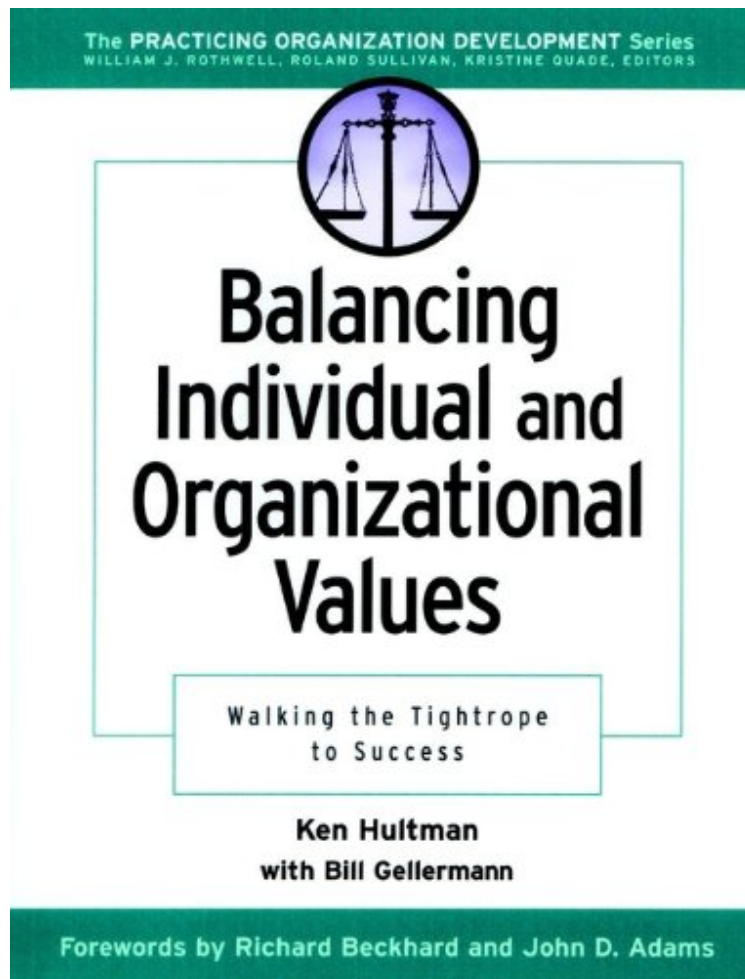


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Balancing Individual and Organizational Values: Walking the Tightrope to Success (J-B O-D (Organizational Development))

Ken Hultman

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Ken Hultman : Balancing Individual and Organizational Values: Walking the Tightrope to Success (J-B O-D (Organizational Development)) before purchasing it in order to gage whether or not it would be worth my time, and all praised Balancing Individual and Organizational Values: Walking the Tightrope to Success (J-B O-D (Organizational Development)):

1 of 1 people found the following review helpful. InsightfulBy JeremyI originally ordered this book as a textbook for my doctoral studies. I now use it as reference material when writing scholarly text, and aiding in finding solutions for my clients. Its very useful in my leadership consulting practice.0 of 0 people found the following review helpful. A good book on values.By S. SmithA good book to read on values.0 of 1 people found the following review helpful. Guidance for Business in these High Pressure TimesBy Joel S. FinlayKen Hultman's Balancing Individual and

Organizational Values is precisely what is needed in these times when so many prominent business executives are demonstrating a decided lack of ethical behavior, when accounting firms offering public certification of business results in fact certify what is in the accounting firms' and/or their client executives' best interests. Regardless of the amount of bad press, I believe that MOST people truly want to do the right thing, to live and support positive values. This book enables individuals and organizations to search for their important positive values, and then move toward them, even under the pressures that have led others astray. With this book, individuals and organizations can actively move in the direction of positive, enduring values.

Create a healthy and successful organization environment! It's time to re-examine your organization's fundamental values and create the conditions necessary to make your workplaces healthier environments for everyone. This essential resource is filled with critical information needed to understand the interrelationship between individual and organizational values. *Balancing Individual and Organizational Values*: * Explores the major value challenges in today's business world * Offers powerful tools for assessing values * Outlines a systematic approach for revitalizing organizations through growth values "An important addition to any OD practitioner's library, Ken Hultman's book reviews and analyzes both the historical and contemporary relevance of values to the mission of OD. It is packed with valuable frameworks, models, tools, worksheets, and advice to guide OD consultants addressing value issues in the change process." --Bev Scott, principal, Bev Scott Consulting; author, *Consulting on the Inside*

"Balancing Individual and Organizational Values brings values and their importance into the foreground, where they belong! It provides the practitioner with understanding and tools to really work with values-individually, collectively, and organizationally." --David Jamieson, president, Jamieson Consulting Group; coauthor, *Managing Workforce 2000* "An important addition to any OD practitioner's library, Ken Hultman's book reviews and analyzes both the historical and contemporary relevance of values to the mission of OD. It is packed with valuable frameworks, models, tools, worksheets, and advice to guide OD consultants addressing value issues in the change process." --Bev Scott, principal, Bev Scott Consulting; author, *Consulting on the Inside* From the Publisher "Balancing Individual and Organizational Values brings values and their importance into the foreground, where they belong! It provides the practitioner with understanding and tools to really work with values-individually, collectively, and organizationally." --David Jamieson, president, Jamieson Consulting Group; coauthor, *Managing Workforce 2000* "An important addition to any OD practitioner's library, Ken Hultman's book reviews and analyzes both the historical and contemporary relevance of values to the mission of OD. It is packed with valuable frameworks, models, tools, worksheets, and advice to guide OD consultants addressing value issues in the change process." --Bev Scott, principal, Bev Scott Consulting; author, *Consulting on the Inside* From the Inside Flap Healthy organizations are more successful than unhealthy ones. The time has come for organization development practitioners and other leaders to re-examine their organization's fundamental values and create the conditions necessary to make their workplaces healthier environments for everyone. *Balancing Individual and Organizational Values*-a book in the *Practicing Organization Development Series*-explores the major value challenges in today's business world, offers powerful tools for assessing values, and outlines a systematic approach for revitalizing organizations through growth values. This essential resource is filled with the critical information needed to understand the interrelationship between individual and organizational values and
• Presents the Motivational System Model that can explain personal, interpersonal, team, and organizational behavior
• Outlines four criteria-balance, viability, alignment, and authenticity-for assessing values
• Describes fifteen values that have particular relevance in the new economy
• Discusses how to develop and implement values-driven interventions aimed at individuals, teams, and organizations
• Outlines a new assessment approach-Motivational System Mapping-that can be used effectively with individuals, teams, and organizations