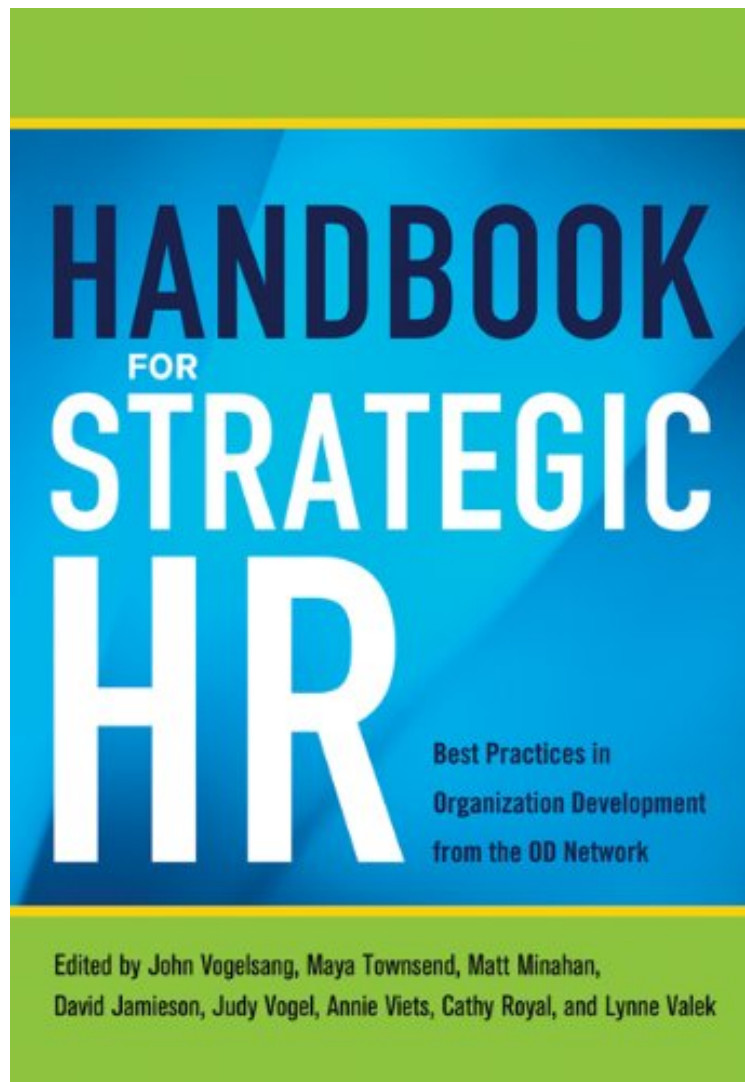


(Mobile library) Handbook for Strategic HR: Best Practices in Organization Development from the OD Network

Handbook for Strategic HR: Best Practices in Organization Development from the OD Network

OD Network

**Download PDF / ePub / DOC / audiobook / ebooks*



DOWNLOAD



READ ONLINE

#755864 in eBooks 2012-11-30 2012-10-29 File Name: B00AHD5K14 | File size: 34.Mb

OD Network : Handbook for Strategic HR: Best Practices in Organization Development from the OD Network before purchasing it in order to gauge whether or not it would be worth my time, and all praised Handbook for Strategic HR: Best Practices in Organization Development from the OD Network:

1 of 1 people found the following review helpful. A brilliant and timely mosaic of contemporary Organization Development By Katherine A field of theory and practice that is ever in the making and always at the ready, Organization Development is now both part of and separate from the field of Human Resources. John Vogelsang and

his co-editors in the Organization Development Network (ODN) have put together a masterful compendium of practitioner-focused articles that every OD practitioner should read, and all Human Resources professionals who want to be more "OD" should be familiar with. The edited volume marks an important moment in the OD field as this multidisciplinary approach to organization change matures into the second half of its first century. The Handbook will stand alongside the classic collections in OD such as those by French, Bell Zawacki and Benne, Bennis Chin, among others. Thank you to the editors -- all seasoned and top-tier OD scholar-practitioners -- for your value-added work in collecting and organizing these pieces: John Vogelsang, Maya Townsend, Matt Minahan, Dave Jamieson, Judy Vogel, Annie Viets, Cathy Royal, and Lynne Valek. 0 of 0 people found the following review helpful. A Must Read for HR Managers and Their Peers By Roland E Livingston Ed.D. The modern human resource manager recognizes the need to partner with others in managing the business of organizations of all kinds. The Handbook for Strategic HR is filled with articles that emphasize the partnering relationship that legitimizes the Human Resource Manager's a seat at the management table. This very excellent resource provides information and insight into how to establish and maintain partnerships among organizational managers and consultants. Not only does it help the Human Resource Manager, it also helps other managers in the organization understand how best to include and optimize the knowledge of the HR professional in making important organizational decisions. With its focus on organizational culture and change, in a global environment, the handbook puts vital and practical information at the fingertips of all managers. This series of articles from the OD Practitioner provides information that is easily understood and applicable in organizations of all kinds. Human Resource Managers, and their internal and external consulting colleagues, will find invaluable the expert guidance provided by this handbook. It is a must have volume for organizations that seek to establish and maintain a fully engaged workforce from top to bottom. Roland E Livingston, Ed.D., former Dean, School of Business and Management, Daniel Webster College, Professor of Management, Colorado Technical University 0 of 0 people found the following review helpful. superb reference By lesliemizgood book, great reference tool for my team.

The role of human resources is no longer limited to hiring, managing compensation, and ensuring compliance. Since the 1990s, a transformation has occurred. Companies are calling upon a new breed of HR professionals to behave as organization development consultants, helping to determine priorities in running the business, design how work gets done, craft strategy, and shape culture. A compendium of the best thinking on the subject, Handbook for Strategic HR includes 78 articles from the renowned OD Practitioner. It introduces readers to core organization development strategies and skills, giving them creative approaches, practical tips, and proven methods to help them: bull; See the big picture, think systemically, and strategically identify where best to foster change in their organization bull; Team up with consultants and senior-level staff in leading a change project bull; Put employee engagement to practical use and involve "minds, hearts, and hands" in the important work of the organization bull; Operate effectively in cross-cultural and virtual working situations Comprehensive and practical, this forward-thinking book enables readers to become key partners in leading their organizations forward.

From the Inside Flap For the human resources professional, the days of simply being responsible for hiring and firing, managing compensation and benefits, and ensuring compliance are over. Chances are your organization has begun looking to you as a strategic business partner, relying on your expertise to provide value as an organization development consultant. In order to succeed in your ever-expanding role in crafting your company's strategy, shaping culture, designing how work gets done, and determining priorities in running the business, you will need to utilize core Organization Development (OD) skills. Since 1968, OD Practitioner has been publishing cutting-edge theory and practical applications of OD in organizations and communities. A collection of the best thinking from seasoned practitioners that has appeared in OD Practitioner, the Handbook for Strategic HR provides a comprehensive introduction to the essential skills you need, supplying you with the latest thinking on: Consulting and Partnership Skills The book explains the challenges of being an internal consultant, the importance of developing a consultative mindset and approach, and how to partner with other business leaders and internal or external consultants in change or innovation projects. Use of Self as an Instrument of Change There is a complex set of awareness and behaviors that make it possible for you to be genuinely helpful to others. The book explores the value of having an ethical process for making decisions, the mental maps that influence your perception of yourself and others, and methods to encourage continued learning for greater self-awareness and better working relationships with colleagues. Thinking Systemically and Strategically To be a successful HR Business Partner, you need to move beyond a focus on the individual to understanding how the larger system--including groups, the organization as a whole, and the external environment--impacts work performance, the readiness for change, and the capacity for creativity. The chapters in this section introduce you to the key elements of a systemic and strategic approach to foster organizational effectiveness. Employee Engagement Featuring case studies and helpful techniques for increasing employee engagement in your organization, the book reveals how to engage "minds, hearts, and hands" in the important work of the organization and putting employee engagement to practical use. Change Management Your ability to help your organization adapt, anticipate, and manage change has become essential. This section

provides you with examples of specific change initiatives, examines the experience of change from the recipients' viewpoint, and reveals practical methods you can use to successfully lead change initiatives in your organization. Globalization, Cross-Cultural Interaction, and Virtual Working Arrangement To be successful, even "local" businesses must look beyond their own geographic areas for customers, clients, employees, information, materials, and other resources. The book provides you with an appreciation for the challenges and complexities of organizational integration, collaboration, and communication in global enterprises. Comprehensive and practical, this forward-thinking, enlightening book enables you to become a key partner in leading your organization forward. OD Practitioner is the quarterly journal of The Organization Development Network, an international association whose members are committed to practicing organization development as an applied behavioral science. From the Back Cover Human Resource Management is changing. Moving beyond basic transactional functions, your role as an HR professional has now evolved to include working with executives and managers to set priorities and guide change for your organization. Drawing upon the research and practice of seasoned Organization Development professionals, the Handbook for Strategic HR collects articles found in the esteemed journal OD Practitioner to give you an overview of the core knowledge and skills you need to play a trusted advisory role in your organization. A compendium of the best thinking on the subject, the Handbook for Strategic HR supplies methods that will help you see the big picture, think systemically, and strategically identify where best to foster change in your organization. In addition, you will read about how to team up with consultants and senior level staff in leading change projects, put employee engagement to practical use in the important work your organization is doing, learn how to operate effectively in cross-cultural and virtual working situations, and much more. This essential resource supplies you with powerful and necessary insight into the four major competency areas needed to partner with other leaders in your organization: Understanding the Business The new breed of HR professional must be truly knowledgeable about the business of his or her organization: what it does; its products or services; customers; markets; competitors; how it works, its business model, performance and financial drivers; its mission, direction, and strategy; history, culture, and environment; and global influences. As an HR Business Partner, you must understand how your business makes and spends its money in order to contribute effectively to its organizational sustainability and bottom line. Strategic Human Resources The book shows you how to move beyond operational tasks—such as administering benefits and updating employee records—to the deeper strategic aspects of your role: e.g., designing and implementing a total rewards compensation approach to support the behaviors that will meet the needs of customers and anticipating the talent needs created by new strategies. Foundational Organization Development Creating an environment in which employees can operate at their fullest potential requires understanding your organization as a system from individual, team, and organizational perspectives. The book gives you a firm introduction to organization design and strategy development; the processes of whole systems change; leadership development; team development; organization diagnostics and assessment; coaching; facilitation; organization culture change; and the use of applied behavioral sciences to improve the effectiveness of human system dynamics. Partnership Becoming a partner with senior leadership and management involves developing collaborative relationships; understanding interpersonal relations, personality characteristics, and styles; and having empathy. As an HR Business Partner, you must go beyond discussions at the task level to build relationships on a personal level. This book enables you to move from an "internal customer" mindset to a "strategic business partner" mindset. Featuring 78 chapters containing creative approaches, practical tips, and proven methods that will help you add value to your company, the Handbook for Strategic HR is the gold standard resource on the important topic of organization development. About the Author OD PRACTITIONER is the quarterly journal of the Organization Development Network, an international association whose members are committed to practicing organization development as an applied behavioral science.