

An Experiential Approach To Organization Development

Designated a Doody's Core Title! This book presents the basics of leadership and management for nurses -- what is essential in order to effectively motivate and educate individuals to achieve the set goals of a group, team, or organization in health care. The basic components of management and leadership theory are described, such as effective communication, analyzing a problem, conflict resolution, and time management. Extensive simulation exercises provide learners with an opportunity to observe, experience, and carry out new behaviors in a safe environment. The book and exercises are designed for use in both self-learning and classroom environments.

Experiential Approach to Organization Development: Pearson New International Edition Pearson Higher Ed

This book covers the processes of management and leadership in healthcare practices. Content focuses on increasing organisational effectiveness in service and practice. Theories and concepts from the fields of business organisational psychology and educational administration are applied to health care. Within the book are included simulation activities to provide practice experiences that illustrate the content of the chapters, as well as serving to expand the reader's range of experience within a safe, low risk practice environment.

A concise, hands-on, and experiential text that helps readers understand and apply theory in counseling and psychotherapy Through a unique approach that makes understanding theories in counseling and psychotherapy fun, stimulating, and personally meaningful, this fully updated Second Edition helps students comprehend the various and complex theories, apply the material to their own lives (through the use of the reflective exercises in every chapter) and internalize the content of the course. The book's three-part structure includes an introductory section that provides the background necessary for understanding the theories, a middle section that discusses the main theory "families," and a final section that focuses on synthesis and application. Throughout the text, the authors seek to surprise readers with the best of the past, excite them with the vitality of the present, and prepare them for their futures as therapists.

For courses in Organization Development, Organizational Behavior and Organizational Change. A conceptual and experiential approach to understanding organizational development. With a focus on the development of students' interpersonal skills, Experiential Approach to Organization Development provides a comprehensive, realistic, innovative, and practical introduction to the field. The eighth edition presents new and revised information to help keep course material fresh and relevant.

Leerboek voor studenten en managers

Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included.

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"Tools to help anyone, at any level of an organization, transform their workplace into a more productive, collaborative, and congenial environment" and "Building the truthful organization from the bottom up!"--Cover.

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This core course book, combining a human resources management text with original experiential exercises, emphasizes the development of student skills and competencies. It provides comprehensive coverage of the key areas of HRM theory and practice, and includes a wide array of contemporary HRM issues such as sexual harrassment, drug and personality testing, and human diversity in the workplace.

Includes bibliographical references and index.

Behavior in Organizations, 8/e, by Shani and Lau, is a paperback text that takes a hands-on, experiential approach to organization behavior. The majority of the exercises, role-playing simulations, and cases were developed in and for management training workshops. The cases themselves represent different industries and organizations around the globe with diverse size, product, service, and cultures. Instructors appreciate the multiple interactive teaching methods for each teaching module. Experiential methods provide a powerful stimulus for learning, growth, and change by helping participants focus on their own behaviors and reactions as data. The text begins with structured, less personal exercises that are readily recognized as relevant to human effectiveness in organizational settings. Personal growth and self-understanding activities are introduced later in the text, after students have had enough experience to become more comfortable and ready for them.

An experiential and skills-building approach, exploring the realities and complexities of performance management. Cross-cultural cases, review questions and exercises provide students with the practical skills they need to understand how performance management links to business results.

A book that makes the complex and fascinating world of managing people easy to grasp and enjoyable to study! In this new sixth edition of their successful book, Don Harvey and Don Brown give you an integrated and comprehensive view of the field of organization development. Whether you are an introductory student, a novice in the field, or a practicing manager, these authors make it simple to understand and utilize the newest approaches, concepts, and techniques. User-friendly, practical, and realistic, "An Experiential Approach to Organization Development, Sixth Edition," presents both conceptual and experiential approaches as it focuses on the real world of organization development. Exciting examples and innovative applications show you how OD is applied in today's organizations, and what it takes to manage in a changing world. In addition, you'll find The most up-to-date coverage of important topics, such as: the learning organization, managing diversity, empowerment, changing the corporate culture, and self-managed work teams. Thorough coverage of open systems and contingencies. Self-learning, experiential exercises that take theories and principles and bring them to life in team activities.

Combines theory and practice to teach HRM. Affordable paperback.

Focusing on how to conduct and lead groups in a variety of therapeutic settings, Learning Group Leadership: An Experiential Approach, Third Edition covers theory, process, leadership, ethics, special populations, and challenges as they relate to group work in a positive, realistic, and knowledgeable way. Jeffrey A. Kottler and Matt Englar-Carlson introduce important conceptual and practical information and then use activities, exercises, field study assignments, and personal application questions to help students apply concepts to their work and lives. The fully updated Third Edition brings concepts to life through "student voices" in every chapter, examples drawn from the authors' combined 55-plus years of experience, and demonstration video content that contains sessions corresponding with every chapter. "This is the best book out there for introducing students to the complex world of groups. The text delivers what it promises in the title. It teaches counseling graduate students how to become solid group leaders (or—to be more precise—how to begin their journey in that direction), and it does this in

a way that is positive, knowledgeable, and realistic...The most impressive aspect of the material is the authors' focus on the experiential approach (training students to be group leaders), combined with an accessible writing style, a lot of knowledge, and an enthusiastic attitude." —Marilyn MacGregor, Western New Mexico University "It's clear that the authors have a wealth of experience with counseling groups—information is conversationally presented and realistically discussed." —Marla J. Muxen, South Dakota State University "This book is very readable and clearly explains the points it makes using accessible examples which students can readily understand. Skills discussed can be appreciated and applied to whatever personal experience of facilitating groups the student already has; as such it is a text which 'grows with the student.'" —Corinne Hutt Greenyer, University of Southampton

This challenging new book asserts that business conversations can be seen as social experiences through which we discover new ways of seeing the world, destroying the barriers between us.

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Time-tested leadership and management strategies based on experiential learning activities are at the foundation of this text for undergraduate and graduate students in nursing and health care leadership or management courses. It is grounded in theories and concepts applied to the health care environment from business, organizational psychology, health care law, and educational administration fields. The text encompasses theories of effective communication, problem analysis, conflict resolution, and time management challenges. This new edition includes three new chapters that cover current theories of creative leadership, working with diverse groups, and ethics for leaders and managers in health care, as well as new experiential learning activities throughout. These activities make theory application palpable and support the development of skills that students can use to motivate, educate, and lead those in health care to achieve the goals of a group, team, or organization. Included among the experiential learning activities are case studies, simulation, review questions, suggested assignments, and expected learning outcomes. The text will also be of value to nurse managers who wish to enhance their current leadership or managerial skills. Key Features: Provides strong direction for improving leadership and management skills in the health care environment Includes three new chapters on creative leadership, working with diverse groups, and ethics for healthcare leaders and managers Offers new learning activities throughout, including review questions and suggested assignments Features over 35 Experiential Exercises which invite the reader to experience new behaviors in a safe environment

Filled with over 65 valuable case studies, role plays, video-based discussions, simulations, reflective exercises and other experiential activities, Teaching Human Resource Management enables HR professors, practitioners and students at all levels, to engage and enhance knowledge and skills on a wide range of HR concepts. This book breathes life into the teaching of Human Resource Management and readers will be able to better relate theoretical concepts to workplace decisions and dilemmas.

For one-semester courses in Organizational Development. This innovative experiential introduction to the field of OD offers a practical managerial approach to improving organizational effectiveness in a changing world. It differs from most OD texts in providing students with: 1) a strong conceptual framework, 2) descriptions of the most current, state-of-the-art approaches, techniques and methodologies for implementing OD programs, 3) current empirical findings, and 4) learn-by-doing behavioral skill simulations for each major stage of an OD program.

Provides theoretical and experiential approaches while focusing on the enhancement of the personal competencies of the students. After students are given the conceptual background and content, they participate in exercises requiring the application of chapter content to specific problems designed to develop personal competencies.

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