Implementing a Critical Approach to Organization Development

by Laura L. Bierema

Orig. Ed. 2010 196 pp. ISBN: 978-1-57524-266-8 $34.25

The first organization development book:

- Written from a critical feminist perspective
- Specifically for adult educators and human resource development professionals
- Offers a range of critical interventions and strategies
- Provides a Critical Action Research Model

This book provides an introduction to organization development theory and practice for human resource developers and adult educators. Taking a critical approach to analyzing organization development and change, the book addresses the inherent challenges in mitigating competing interests in the process. The book argues that the world is in trouble and prevailing organization practices are creating more debt, exploiting workers, disenfranchising marginalized groups, polluting the world, exploiting natural resources, perpetuating wars, and deepening poverty. The book provides a framework and strategies for those committed to practicing responsible OD that challenges the system, promotes equity, and improves the status quo.

Laura L. Bierema is professor of adult education and human resource development at the University of Georgia, Athens, Georgia. She received her B.A. degree (1986) in Human Relations from Michigan State University, her M.L.I.R. (Masters of Labor & Industrial Relations) (1988) from Michigan State University, and her Ed.D. degree (1994) in adult education from the University of Georgia. Before coming to the University of Georgia, she served on the faculties of Michigan State University and Washtenaw Community College. Prior to her career in academia, Bierema held a number of human resources and organization development positions in the automotive industry.

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### MANAGING THE ADULT EDUCATION ORGANIZATION

**by Bradley C. Courtenay & Lorilee R. Sandman**  

This book highlights recent concepts derived from research and practice in management and provides cases, examples, and illustrations to describe the application of those concepts in a variety of adult education settings. Emphasis is placed on how to manage an adult education organization that offers a diversity of educational programs for adult.

### SUCCESSFUL TRANSFER OF LEARNING

**by Sandra Ratcliff Daffron & Mary Wehby North**  

Daffron and North incorporate their findings of the transfer process from case studies of 20 professional groups with theories and models for reaching transfer of learning. In doing so, they find variables that program planners can incorporate in the planning process, in the characteristics and motivation of the learner, the design and delivery of the program, and in the role the organization plays, to create praxis for the professional. The resulting dialogue is a changing context as the professional group changes. Lessons for educators, directly from the field, fill this book. It is an invaluable handbook for successful transfer of learning for educators of adults.

### TEACHING ADULTS IN NONFORMAL SETTINGS

**by Edward W. Taylor**  

The purpose of this book is to shed light on an area of adult education often overlooked and inadequately understood, that of education that takes place outside the formal system-local nonformal education within North America. Through an intensive investigation of five nonformal educational sites (e.g., museums, state parks, literacy, consumer education) involving teaching observations, interviews with educators and learners this book provides a reconceptualization of nonformal education as is presently understood. It offers a clearer and more responsive framework for making sense of different forms of adult education, a better understanding of effective practice in nonformal settings, and insights into how nonformal education can contribute to the practice of formal education.

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Implementing Organizational Project Management: A Practice Guide provides guidance to organizational management, PMO staff, and practitioners on these topics. Organizations with developed project management practices, benefits realization processes, portfolio management practices and program management practices and those with high organizational agility all have significantly better project outcomes than their counterparts who are less advanced in their project management practices.(PMI’s 2013 Pulse of the Profession p.11) A practice guide is a new category in the PMI library of standards. The contingency approach to management (also called the situational approach) assumes that there is no universal answer to such questions because organizations, people, and situations vary and change over time. Thus, the right thing to do depends on a complex variety of critical environmental and internal contingencies. HISTORICAL OVERVIEW. Classical management theorists such as Henri Fayol and Frederick Taylor identified and emphasized management principles that they believed would make companies more successful. Start by marking Implementing a Critical Approach to Organization Development as Want to Read: Want to Read saving… Want to Read. Currently Reading. Read.Â Weâ€™d love your help. Let us know whatâ€™s wrong with this preview of Implementing a Critical Approach to Organization Development by Laura L. Bierema. Problem: Itâ€™s the wrong book Itâ€™s the wrong edition Other.
Velcro organizations. But none of these approaches has worked very well. Restructuring churn is expensive, and new structures often create new organizational problems that are as troublesome as the ones they try to solve. It takes time for employees to adapt to them, they create legacy systems that refuse to die, and a great deal of tacit knowledge gets lost in the process. Given the costs and difficulties involved in finding structural ways to unlock value, it’s fair to raise the question: Is structural change the right tool for the job? Effective organizations must tailor their planning, organizing, leading, and controlling to their particular circumstances. In other words, managers should identify the conditions of a task, the requirements of the management job, and people involved as parts of a complete management situation. Source for information on Contingency Approach to Management: Encyclopedia of Management dictionary. The critical path method as a part of project management was developed 60 years ago in the United States. It was used for critical path scheduling of agricultural and factory projects and construction work. Nowadays CPM is adapted to different fields including software and hardware development. Critical and noncritical tasks and objectives. If you can delay a part of your task without postponing work on other activities, it is not a critical task.