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.

Contents

Preface
Acknowledgments
The Author
1. The Rise and Evolution of Organization Development
2. Critical Perspectives
3. The Critical Consultant
4. Stakeholders and Socially Responsible Practice
5. The Context
6. Critical Interventions
7. Implementing Representative, Reflective, and Responsible Strategies
8. Reference
9. Index

KRIEGER PUBLISHING COMPANY

1-800-724-0025
**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.

---

**Order Directly from Krieger Publishing Company for Immediate Shipment**

Please Print  
Please Send The Following Books:

<table>
<thead>
<tr>
<th>Author/Title</th>
<th>Price</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>$</td>
</tr>
</tbody>
</table>

Subtotal $  
Shipping $  
Total $  

Card Number

MasterCard  VISA  Discover

Expiration Date

I have enclosed a check or money order in the amount of $ or charge to my credit card as indicated above.

Name

Mailing/Street Address

Country  Postal Code/Zip(+4)

Tel:  FAX:

Authorized Signature

KRIEGER PUBLISHING COMPANY
1725 Krieger Drive  Malabar, FL 32950
(321) 724-9542  FAX (321) 951-3671  1-800-724-0025
e-mail: info@krieger-publishing.com
www.krieger-publishing.com

7/2010 Biema 8246-E
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. We’d love your help. Let us know what’s wrong with this preview of Implementing a Critical Approach to Organization Development by Laura L. Bierema. Problem: It’s the wrong book It’s the wrong edition Other.