

## Organisational Change & Development: an African Perspective



Organisational Change & Development (OCD) is designed to capture leading-edge thinking about OCD in organisations as it merges with traditional African wisdom. It manifests in issues that differ from organisational effectiveness efforts to a highly individualised craft of catalyst practitioner. In an attempt to provide a solid conceptualisation of the field of study, a framework of inclusivity that can be followed, case studies and OCD methodologies, this book strives to combine some of the practices into reality. The book concludes with a chapter that studies international trends in organisational change and development. The assumptions of the evolving field of consulting psychology are incorporated. The multi-cultural nature of the new world of work and the increasingly diverse settings of organisations of the future ask for higher levels of complexity handling ability, systems thinking ability and the ability to be authentic. Content includes: Organisational change and development in the new world of work Organisational change and development methodologies Change models and approaches Human reactions to change Alternative organisational change and development interventions and modalities Value circles as a way of creating inclusivity in emerging economies Measuring the effectiveness of organisational change and development Building strategic architecture Creating radical organisational transformation through translation of strategy Organisational change and development in the next decade

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