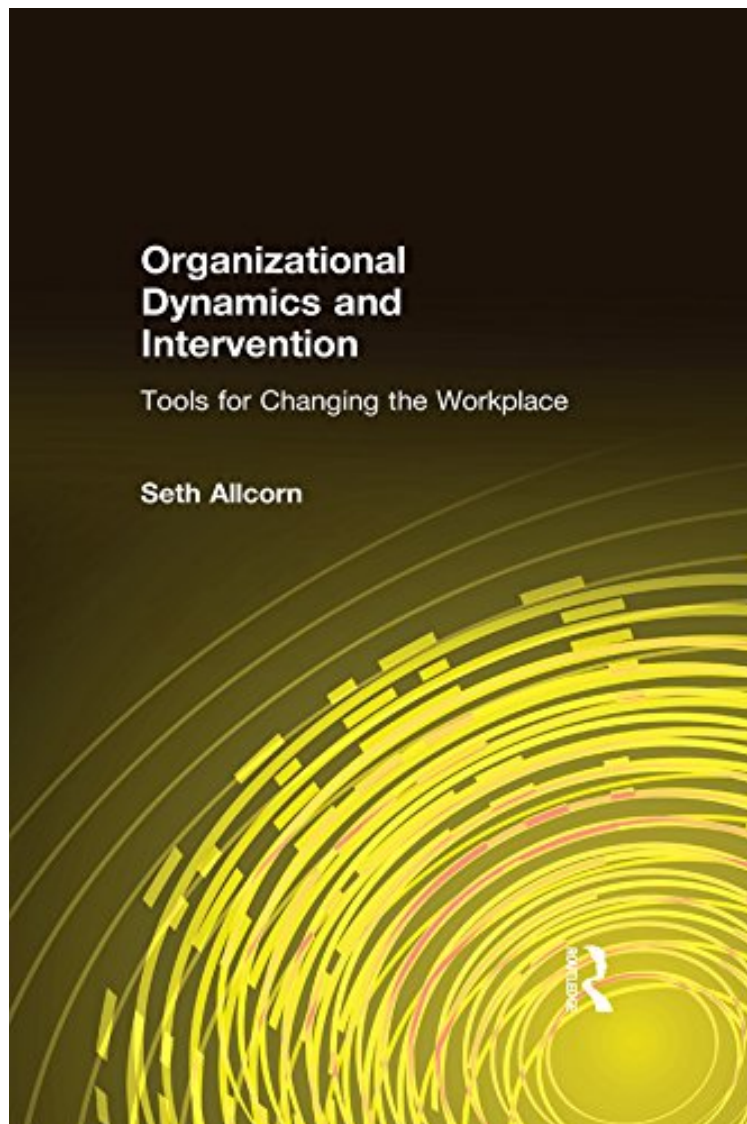


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Organizational Dynamics and Intervention: Tools for Changing the Workplace: Tools for Changing the Workplace

Robert W. Allen, Lyman W. Porter, H.L. Angle
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#3527157 in eBooks 2015-07-03 2015-07-03 File Name: B010VJ98M0 | File size: 62.Mb

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Human nature, in all its complexity, is the single most powerful factor in the workplace. Any effort at organizational diagnosis and change must incorporate the social and psychological dynamics of the operation to have a chance at success. Drawing on in-depth psychoanalytical theory, and written in clear, easy-to-understand language, this practical text introduces a dozen insightful perspectives for understanding organizational dynamics, and synthesizes them into an integrated approach to organizational diagnosis and change. Each perspective views the workplace from a different vantage point. Together they provide a panoramic view of the true complexity found in the workplace, and a foundation for changing organizational dynamics that will be equally useful for students and professional managers.

"This is possibly the best book in print on understanding and working effectively with the psychodynamics of everyday organizational life." - Michael A. Diamond, Director, Center for the Study of Organizational Change, University of Missouri "Seth Allcorn is one of the finest writers on the psychoanalytic study of organizations today. His latest book, *Organizational Dynamics and Intervention*, distills twenty-five years of organizational leadership, consultation, and research. He approaches organizational understanding through the ingenious metaphor of insects' compound eye, which enables them - and us - to see and observe the same phenomenon through multiple lenses. Dr. Allcorn has written a wonderfully fluent, evocative, readable book on the unconscious dynamics of workplace experience - an often overlooked dimension of what an organization 'is.' It deserves to be widely read and used as a classroom text." - Howard F. Stein, University of Oklahoma Health Sciences Center"