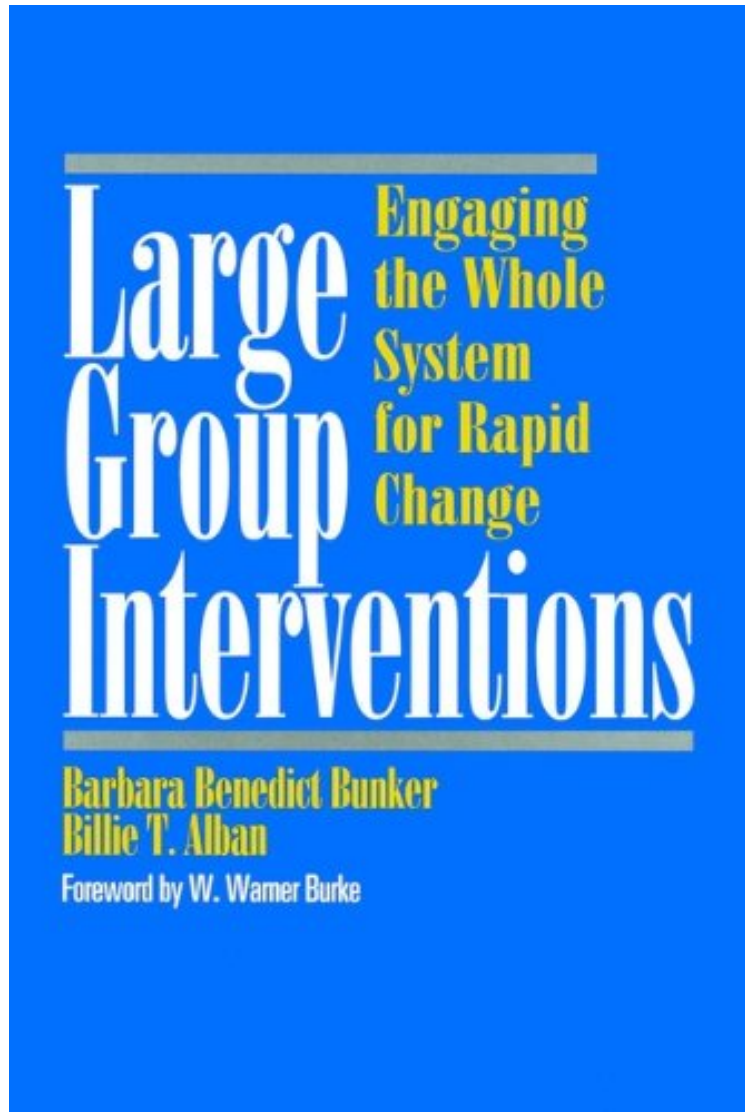


Large Group Interventions: Engaging the Whole System for Rapid Change

Barbara Benedict Bunker, Billie T. Alban
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Barbara Benedict Bunker, Billie T. Alban : Large Group Interventions: Engaging the Whole System for Rapid Change before purchasing it in order to gage whether or not it would be worth my time, and all praised Large Group Interventions: Engaging the Whole System for Rapid Change:

1 of 1 people found the following review helpful. While older now, a still useful book that also sparked widespread interest in adopting what were then obscure approachesBy Curious GuyFrankly, I bought this to have around to remind me. I read it, but didn't buy it, when it first came out and the authors have written a follow up to it since then.

As for when it came out, I think it was a gift to people seeing to find effective ways to help organizations - especially large complex ones - change for the better, and - I think - sparked others to produce similar books that were more edited/compiled versions of some of the pioneers of these methods including some whose innovations were included in this volume. Not all the method(ologie)s have stood the test of time, some have morphed with the times (e.g. utilizing modern technology as part of large meetings), but a benefit of this books that still remains is the insight and comment by Alban and Williams (brilliant consultants themselves) that accompanies descriptions of each methodology that acknowledges strengths/weaknesses/applicability in different situations as well as providing perspective of the previous theories and practices that inform each one. Useful in practice as well as for academic understanding. 2 of 3 people found the following review helpful. Methods for Participative Planning, Work Design, and Whole System Engagement By Alicia Crumpton This is a must read for anyone involved in planning approaches to help an organization plan, consider change, design/redesign work, and engage many participants in a thinking/learning effort. A summary of methods: Future thinking: The Search Conference; Future Search; Real Time Strategic Change; ICA Strategic Planning Process Work Design: The Conference Model; Fast Cycle Full Participation Work Design; Real Time Work Design; Participative Design Whole System Participation: Simu-Real; Work-Out; Open Space Technology A wonderful history of large group interventions is provided as is a good discussion of large group dynamics! Additional references are provided pertinent to each method and a bibliography. An excellent reference book and resource! 22 of 22 people found the following review helpful. Best Single Resource on Using Groups to Make Change By Customer Think of this as a reference work on major strategies for making change in organizations. Bunker and Alban give clear overviews of well-tested methods at three levels: strategic planning, smaller group level, and individual job level. At the strategic level, for example, you can compare Future Search, Search Conference, Real Time Strategic Change and other approaches to help decide which might best suit a specific situation. Bunker and Alban also provide references on each approach, so you can get more specific information. My only complaint is that there should probably be a revised edition one of these days to keep up with new resources.

Large Group Interventions presents a comprehensive overview of twelve of the most powerful methods of large group interventions in use today. This comprehensive guide describes the methods' origins, explores their differences and similarities, and presents vivid examples and case studies of each intervention method in action. Bring together as many as two thousand employees and customers in one location for activities as diverse as creating future direction, restructuring the organization, solving problems, and generating new ideas. Large Group Interventions covers: **A brief history of large group interventions **The search conference **Real-time strategic change **Participative design **Large group dynamics Large Group Interventions is the first and only book to present and compare different large group intervention methods and describe the situations and conditions under which each might be used.

From the Back Cover As the challenges of global competition, demands for improved quality, and increasingly shorter product life cycles become facts of daily business life, organizations find themselves under intense pressure to become more competitive. Whether they are multinational corporations, small businesses, schools, hospitals, voluntary agencies, governments, or religious institutions, they must learn how to change rapidly in order to survive in a turbulent environment. And as organizations shift from a traditional hierarchical structure to a more flexible and participative networking style, leaders need a decision-making process that will foster the involvement and commitment of all of their people - and align them to common goals. Large group interventions can provide this process, bringing as many as 2,000 employees and customers together in one location for activities as diverse as creating future direction, restructuring the organization, solving problems, and generating new ideas and products. Large Group Interventions is the first book to present and compare different large group intervention methods and describe the situations and conditions under which each might be used. Barbara Benedict Bunker and Billie T. Alban present a comprehensive overview of the twelve methods of large group interventions currently in practice. The authors describe the methods' origins, explore their differences and similarities, and present vivid examples and case studies that give the reader a firsthand account of each intervention.