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## The McGraw-Hill 36-Hour Course: Organizational Development (McGraw-Hill 36-Hour Courses)

Stephen R. Balzac


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Stephen R. Balzac : The McGraw-Hill 36-Hour Course: Organizational Development (McGraw-Hill 36-Hour Courses) before purchasing it in order to gage whether or not it would be worth my time, and all praised The McGraw-Hill 36-Hour Course: Organizational Development (McGraw-Hill 36-Hour Courses):

4 of 4 people found the following review helpful. Entertaining and Loaded with Practical Content By Ben When I was in college, the most valuable courses were the ones that put theory into practice and gave me real-world experience. Mr. Balzac does the same thing by providing practical, immediately useful advice throughout the book. But he doesn't just say, "Do this." He explains concepts and gives examples, allowing you to come up with your own ideas and applications. Many books err on the side of being either too theoretical or too "one-size-fits-all." Not this one. Mr. Balzac strikes the perfect balance by fully explaining the aspects of organizational culture while giving sound principles and advice that can be applied to any organization of any size. Mr. Balzac's writing style is entertaining, clear, and informative. You will not fall asleep during this course! If you want to improve yourself and your organization, get this book. You will find yourself using his advice right away, and you will want to refer back to it again and again.

7 of 7 people found the following review helpful. How to Make Things Work By Carolyn S Wales Balzac offers a very clear, concise, and witty overview of key organizational issues. The combination of theory and practice is very compelling - the book builds a step-by-step framework of organizational theory, and gives numerous examples of how these concepts have played out in real-life. Extremely readable, extremely useful in helping to both understand the concepts and put them to use. This is the kind of book you can get a lot out of yourself, but can also give to colleagues to help them understand what organizational development is about and why it's important to them. Highly recommended.

0 of 0 people found the following review helpful. This was a great book! It was exactly what I was looking for... By Ritzy This was a great book! It was exactly what I was looking for, a super clear guide with specific examples.

Take a crash course in one of today's most important business skills--organizational development! Change comes fast, and the most successful organizations are prepared to handle it before impact; they act, not react. How are they able to do this? With a solid grounding in organizational development. The McGraw-Hill 36-Hour Course: Organizational Development is a skill-building guide to one of the most important functions in business today. In no time, you'll be able to recognize patterns of organizational behavior that are detrimental to your organization, and you'll have the skills to envision and drive the type of change your company needs. Concise, engaging, and filled with quizzes to help you reinforce lessons learned, this crash course offers the knowledge you need to: Address problems with your company's culture Hire the best people for your needs Set goals and move your team to action Motivate your people to envision change Institute meaningful change in how your company functions Change can be your company's best friend. You just have to manage it with skill. The McGraw-Hill 36-Hour Course: Organizational Development puts you on the fast track to face today's, not yesterday's, challenges.

About the Author Stephen R. Balzac, "The Business Sensei," is a consultant and professional speaker. He is the president of 7 Steps Ahead, LLC, (7stepsahead.com) a consulting firm specializing in helping leaders grow their organizations. Steve has over twenty years of experience in the high tech industry and is the former Director of Operations for Silicon Genetics, in Redwood City, CA, where he was responsible for shipping their flagship product. Steve led the development of numerous serious roleplaying simulations, including a Pandemic Flu simulation for the US National Capitol Region. He is a popular speaker on topics ranging from leadership, motivation, team building, innovation, and sport performance to computer game design. His articles have appeared in a number of journals, including Mass High Tech, Enterprise Management Quarterly, The CEO Refresher, The Journal of Corporate Recruiting Leadership, Analog SF/F and the Worcester Business Journal. Steve is a contributing author to Ethics and Game Design: Teaching Values Through Play and the author of the 36-Hour Course in Organizational Development. Steve serves on the board of the New England Society of Applied Psychology (NESAP) and is the president of the Society of Professional Consultants (SPC). No stranger to the challenges of achieving peak performance under competitive and stressful conditions, he holds a fourth degree black belt in jujitsu and is a former nationally ranked competitive fencer. Building effective development organizations, improving team morale, focus, and enthusiasm, developing effective communications between team members, reducing employee turnover, helping businesses identify and attain strategic targets, and applying sport psychology techniques to business have been some of his most successful projects. Steve lives in Stow MA with his wife, two children, and two very persistent cats.