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General Introduction to Organization Development 1 Organization Development Defined 1 The Growth and Relevance of Organization Development 4 A Short History of Organization Development 6 Laboratory Training Background 6 Action Research and Survey Feedback Background 8 Normative Background 9 Productivity and Quality-of-Work-Life Background 11

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Capability to Change An organization's change capability is a function of the change-related knowledge and skills present in the organization, the resources and systems devoted to change, and the organization's experience with change.6 First, managing planned change requires particular knowledge and skills (as outlined in Chapter 10).

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