



Organizational Dynamics and Intervention : Tools for Changing the Workplace

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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.

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