



# The Roles of Organisation Development

By Annamaria Garden

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## The Roles of Organisation Development By Annamaria Garden

The Roles of Organisation Development by Dr Annamaria Garden introduces a radically new and original framework to explain organisation development work and how it is done. The origin of the book came out of a question asked by a woman OD practitioner: How do you do what you do? This book is Dr Garden's answer to that question. Dr Garden found that she did not think in terms of formal roles or roles as typically described in the organisational development or management literature. Instead, she described what she did in terms of: the Seer, Translator, Cultivator, Catalyst, Navigator, Teacher, Guardian. These are presented primarily as roles for OD people but managers would be wise to adopt them also. They are current across the world in any organisation. Garden was trained in her PhD from MIT by two of the founding fathers of OD: Professor Ed Schein and Professor Dick Beckhard. The book refers, in places, to their teaching and interaction. The Roles of Organisation Development will appeal to OD, strategy and marketing consultants, academics as well as managers doing OD work, and trying to move and change the organisation leaning on the soft skills.

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### **Editorial Review**

#### **Review**

'Dr Garden brings her extensive consulting experience and in-depth knowledge of the field to identify key roles in organisational development. Her book is a brilliant guide to making change happen and uses self-assessments, exercises and a wide range of practical references. It is truly inspirational and an essential read for all leaders.' Ralph Lewis, Programme Director, London Business School, UK 'Annamaria Garden, a gifted OD consultant, dissects for us seven roles that are involved in this endeavor. With examples from her practice as well as her research, Dr Garden walks us through the different roles and the contexts to which they best apply. Her emphasis in each is on the psychological reality behind the organizational issues she confronts. She brings to her analysis a keen moral compass and invites us to follow her, whether we are consultants, managers, or just human beings. An intriguing book full of keen psychological insights.' Lotte Bailyn, Sloan School of Management, USA 'Each chapter is joyous to read. It's like unveiling a mirror and understanding what an OD practitioner looks like for the first time. It's also clearly written, practical as well as theoretical and... well just makes sense.' Carrie Foster, Organisation Development blog, August 2015

#### **About the Author**

Dr Annamaria Garden is an independent OD consultant. She has over 20 years of expertise in the field of organizational development and has proven experience in running her own self-employed consulting and facilitation practice in London, gaining a reputation for being creative, leading edge and dependable. Annamaria has extensive experience in transformational change-solutions incorporating people-based behavioural and psychological change. She has worked at junior, middle and senior levels in companies, carrying out organisation-wide initiatives. Her clients have included Rolls Royce Plc, ICL-Fujitsu, Memorex UK and Memorex International, BP Oil Exploration, The Housing Corporation, the NHS, The BBC, Sony, The Prudential, M&G, Dataconnection, Cambridge Management Centre and Nestle, among others.

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