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studies, reviews
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learning and to do
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*dynamics involved
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change is a
special type of
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*set of conditions
and needs for a
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consultant
relationship,
superior consultin
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change challenge,
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self in intervening
in organizations,
and examine
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frameworks and
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sharing various*

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underlying
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change. Our
underlying goal is
to advance the
theory and*

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oriented OD (HOOD),
sees consultees' thinking
and behavior a result of*

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habitus, a cognitive structure developed historically in endless interactions between human behavior and social structures. HOOD has two goals: The first goal is to redefine the objectives of individually oriented OD. The focus on habitus and social structure allows individually oriented OD scholars and

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*practitioners to keep their
subjective approach,
which searches for
consultees' inner world.
However, this subjectivity
searches not only for
consultees' psychological
but their social
dispositions. It views the
individual level, the
habitus, as a site of
social dispositions that
from within the
individual consultees*

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generate thoughts and behaviors in a way that closely corresponds with the organization's social structure; with power relations and social positions and with accepted metaphors and common language. The HOOD links the concept of habitus to the field of OD and in so doing provides an alternative way to incorporate the

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*individual and the social
in OD. HOOD's second
goal is to re/position OD
between organizations
and society and thus to
produce a consulting
practice that is both
pragmatic and human. It
is pragmatic since
incorporation of habitus
enables the consultant to
liberate consultees'
perspectives and
behavior from the*

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organization's social and structural hoops and to use these perspectives in processes of change and development.

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*the individual but also at
the level of the
organization and the
environment outside the
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today's organizations.
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must understand both
how to implement
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effectively handle
unexpected change. The*

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