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

Stephen R. Balzac

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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.

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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.