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organization so that the capacities, needs, and values of the individual which are relevant to role performance are relatively public and observable, and are possessed by a fairly large proportion of the population from which organization members are drawn. The approach is certainly one of very modest depth.

### **Chapter 2. Choosing the Depth of Organizational**

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In order of increasing depth are the change strategies: operations analysis, management by objectives, the Managerial Grid, the T Group, and task group therapy. As depth of intervention increases, so also do a number of concomitants of depth: dependence on the special competence of the change agent, centrality of the individual as the target of the change attempt, costs of intervention, and the risk of unintended consequences for individuals.

### **Choosing the Depth of Organizational Intervention - Roger**

The Takeaway: Greater organizational agility leads to better performance—providing organizations with a powerful edge on the competition. There is, of course, no magic bullet for staying ahead, especially during tumultuous economic times. However, organizational agility is proving to be a powerful tool in ensuring success now and in the future.

### **Organizational Agility Report | PMI Pulse of Profession**

breadth and refine in depth as organizational behavior and organizational management scholars build upon social scientific theories and methodologies. A function of industry type, national culture, environmental factors, as well as the vision, goals, and strategy, an organization's culture affects its structure, practices, policies, and routines.

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