This project allows you to learn about a contemporary OD practitioner tool, applying it to an organizational setting of your choice. The project also allows you to develop a greater sense of self as OD practitioner.

In this class you are introduced to both classic and contemporary change methodologies. Selecting a contemporary methodology (tool), write a literature research paper. The paper will include a broad overview of the methodology, an in-depth perspective of related to Organization Development and Change, and an application within a specific organizational context.

You may choose either Appreciative Inquiry or World Café. In addition, you should address creativity and innovation. All of these should be within the context of facilitating organizational change. The paper will include three sections:

**Overview**. This section will cover a broad overview of the methodology/tool. Such things as description, its origins, the developer, a basic history of the tool will be included.

**In-Depth**. This section will provide an in-depth perspective as related to Organization Development and Change. Who is using this methodology within organizational settings? How is it being used? What are the results?

**Application.**  This section provides an application of the tool within a specific organizational context. How would you, as an OD practitioner, use this tool to address a specific organizational challenge? Address the context as well as specific actions you would take to introduce the tool to an organization and, if given the green flag, implement it. Address the following elements in the action plan:

* Organizational Challenge. Briefly describe the context.
* Change Team: Who needs to be involved in this process to ensure its success?
* Brief discussion of alignment of this application with organization development values and assumptions.
* Describe an overall approach (strategy) for introducing and implementing it, such as Action Research, Organization Change Process.
* Describe challenges and barriers you anticipate and how you will address them. This could include organizational readiness for change, expected resistance to change, organizational leadership.

The goal of this paper is to explore ways in which to integrate contemporary organization development practices and interventions within organizational settings. In preparing this paper, you will examine how these methodologies/tools can be utilized to support and facilitate a planned change effort.

8-10 double-spaced pages (use Times Roman 12 font with standard 1” margins). You will draw from multiple sources (minimum 5) including journal articles, books, and professional references such as associations and websites.