

**Positive approaches to organizational analysis and change:
Techniques anyone at any level can use in libraries**

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(*working part time with staff in the Learning & Development Unit of KU's Department of Human Resources and Equal Opportunity. This is the campus-wide OD group, which does training, coaching, counseling, and a host of traditional OD services, including facilitation and teambuilding. I continue to express gratitude to both Libraries and Human Resources administrators and staff who have made it possible for me to have this unique combination of duties and experiences, which support the Libraries and other units and departments on campus. This practical work relates closely to my faculty research areas in OD and the use of experiential exercises (such as group drumming) for teambuilding and changing group behavior.)