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and new skills throughout their career.

Organizational Behavior: An Experiential Approach

The seminar on learning and development was created in 1988 to introduce Ph.D. students to experiential learning and adult development perspectives on organizational behavior. The course description of the seminar is as follows:

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For courses in Organization Development, Organizational Behavior and Organizational Change. A conceptual and experiential approach to understanding organizational development. With a focus on the development of students' interpersonal skills, *Experiential Approach to Organization Development* provides a comprehensive, realistic, innovative, and practical introduction to the field. The eighth edition presents new and revised information to help keep course material fresh and relevant.

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Behavior in Organizations, 8/e, by Shani and Lau, is a paperback text that takes a hands-on, experiential approach to organization behavior. The majority of the exercises, role-playing simulations, and cases were developed in and for management training workshops. The cases themselves represent different industries and organizations around the globe with diverse size, product, service, and cultures. Instructors appreciate the multiple interactive teaching methods for each teaching module. Experiential methods provide a powerful stimulus for learning, growth, and change by helping participants focus on their own behaviors and reactions as data. The text begins with structured, less

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personal exercises that are readily recognized as relevant to human effectiveness in organizational settings. Personal growth and self-understanding activities are introduced later in the text, after students have had enough experience to become more comfortable and ready for them.

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