

*Resúmenes de trabajos, publicaciones, monografías y artículos de  
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La “Profesión de Desarrollo Organizacional” vs. el “Consultor”

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**(Abstract de presentación de Eric Gaynor Butterfield durante el**  
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**Desarrollo Organizacional: Sus Orígenes**

No todas las personas están familiarizadas con los orígenes de la Profesión de Desarrollo Organizacional.

Ya había participado en diversos proyectos de “Reorganización” – esta era la denominación que se le daba a este tipo de proyectos.

La prestación de estos servicios eran realizados bajo la modalidad de “experto” en dos ámbitos

Habiendo penetrado el mundo de Desarrollo Organizacional, la perspectiva que tenía respecto a

Las “Ciencias del Comportamiento” tanto a nivel individual, grupal y organizacional, como

A través de mi vinculación con The Organization Development Institute, fundada por el Dr. Edgar Schein

Permanentemente escucho dentro del mundo corporativo y organizacional dentro de los círculos

Algo parecido acontece con los “Consultores” que son expertos en alguna disciplina ... y

En un trabajo de campo realizado en el [www.theod institute.org](http://www.theod institute.org)

año 1999 he publicado en la siguiente

Con el propósito de tener una visión

más completa de Desarrollo Organizacional los inter

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Eric Gaynor Butterfield

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**The**

**Organization Development Institute AN HISTORICAL PERSPECTIVE**

In the late 1970's we started receiving a number of

strange telephone calls. We got one to

After a number of such experiences it became increasingly

obvious that there was a Gresham

I am a charter member of the OD Network and was a member of the OD Network Board of

In 1981 I wrote the first O.D. Code of Ethics. It was published in the O.D. Institute’s monthly

NTL had gotten itself sued by “certifying” that certain people would do good work. We did

and who was competent to decide if they were competent. One very loud and vocal group

In looking at the requirements for qualifying to use the initials RODC, it seemed that there

Questions were not drawn from explicitly O.D. knowledge because that had not as yet been

We also became concerned about what students were learning OB and – more important – w

In developing a test on the knowledge and skill necessary for competence in O. D. and in

Concerned that O. D. students were being graduated without OB the knowledge and skills to

Dr. Donald W. Cole, RODC

Management / Clinical Psychologist

President and Founder of The Organization Development Institute - worldwide

Para mayor información puede acercarse a  
***The Organization Development Institute International,*** ***Latinamerica***  
a través de : [www.theod institute.org](http://www.theod institute.org)  
y también por este medio : [info@theod institute.org](mailto:info@theod institute.org)