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The NTL Handbook of Organization Development and Change. Additional Information. How to Cite. Jackson, B. W. (2014) Theory and Practice of Multicultural Organization Development, in The NTL Handbook of Organization Development and Change (eds B. B. Jones and M. Brazzel), Wiley, San Francisco, CA. doi: 10.1002/9781118836170.ch9. Publication History.

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Jones, B. B. & Brazzel, M. (Eds.), The NTL Handbook of Organization Development and Change (pps. 139-154). San Francisco, CA, Pfeiffer. www.sjti.org 3 Our Assumptions that are the Foundation of our MCOE Efforts People already have a solid foundation in diversity/inclusion concepts,

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184 The NTL Handbook of Organization Development and Change. The Internal Change Team The internal change team is a group of people from within the organization who agree to take on the responsibility of managing the MCOE process for the organization. Managing the process can take a number of forms.

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