



The Congruence of People and Organizations: Healing Dysfunction from the Inside Out

Lloyd C. Williams

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This book explains in theoretical and practical terms the creation of effective change within organizations. The book states that dysfunction is a current fact of life, creating chronic problems for people and organizational systems. The author describes the basis for dysfunction and develops an effective belief system that can guide personal and organizational functioning. Specifically, the author defines the parameters of creating effective balance and, through three primary cases (city government, utility corporations and gay/lesbian organizations), shows how dysfunction can guide personal and organizational action.

The author displays an abiding belief that change should occur only when people and systems begin to experience dysfunction. He describes a process for change and effectively walks the manager, professional, consultant, student, or faculty person through creating balance, change, and congruence for the long term.

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