What is ascetical theology and organization development?

These are understandings of the two fields that we have found useful in our work.

Ascetical Theology

Ascetical theology is about spiritual practice. It is grounded in an understanding of the church's spiritual teachings as seen in Scriptures and the writings of the early church. It is concerned with the on-going task of living the Christian life and reflecting upon it. What kind of person and human community do we want to form? What are ways of seeing the stages of growth in the Christian Life? How might the parish contribute to that task? What are the practices that will best do that in our time? What are the "spiritual life maps" that offer us an integrated and systemic approach?

Organization Development

Organization development is a system-wide application of behavioral science knowledge to the planned development and reinforcement of organizational strategies, structures, and processes for improving an organization's effectiveness.
(Cummings and Worley, "Organization Development and Change", Sixth Edition, South-Western Publishing)

Organization Development is an effort
1. planned,
2. organization-wide, and
3. managed from the top
4. to increase organization effectiveness and health through
5. planned interventions in the organization's "processes," using behavioral-science knowledge
        (R. Beckhard,1969)

Organization Development is a response to change, a complex educational strategy intended to change the beliefs, attitudes, values, and structures of organizations so that they can better adapt to new technologies, markets, and challenges, and the dizzying rate of change itself.
        (Warren Bennis,1969)

Organization Development is a top-management-supported, long-range effort to improve an organization's problem-solving and renewal process, particularly through a more effective and collaborative diagnosis and management of organization culture-with special emphasis on formal work team, temporary team, and inter-group culture- with the assistance of a consultant-facilitator and the use of theory and technology of applied behavioral science, including Action Research   (French & Bell 1990).

It is worth mentioning that Organization Development is not the same thing as organizational development. See [Taking the al Out of OD](#)