

wondering how far the general results derived depend upon the use of this forecasting model.

It cannot be recommended as appealing or easy, interesting reading to the general O.R. person. The specialist, however, should add it to his collection.

B.G. KINGSMAN

**Organisation Development Through Teambuilding**

M. WOODCOCK and D. FRANCIS

Gower Press, U.K., 1982. 157pp. £12.00

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This book is intended for personnel and training specialists, organisational development consultants, senior managers and team leaders.

It is certainly valuable for specialists actively involved in organisation development (O.D.), for whom it provides a useful reference manual, including a series of questionnaires and checklists, to aid in diagnosing whether to use teambuilding techniques in an organisation and where to do so. Senior managers and team leaders would need to have some familiarity with O.D., and in particular teambuilding techniques, before using this book.

Team leaders who have had an introduction to teambuilding and who believe that it would help everyone to better understand one another and so improve an organisation's performance will, I think, particularly find the book helpful, with its salutary emphasis on the overall climate and style of an organisation most conducive to the fruitful use of these techniques and on consideration of what teams are most important to an organisation.

However, this is not really a book for those trying to find out what teambuilding is and how it can help their organisation. For this, total immersion in a team development programme, or perhaps Woodcock and Francis' other books, may help. They include "The Team Development Manual" and "The Unblocked Boss".

At £12.00 for 157 rather sparse pages, the book is somewhat expensive.

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