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She coauthored two books on career management: *Take Charge of Your Career* (2005) and *A Smart, Easy Guide to Interviewing* (2003). Cynthia joined the Tupper and Gene team to publish the second edition of *Organizational Change: An Action-Oriented Toolkit* (2012).

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Action Research is a useful method for facilitating organizational

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change by collaborating and involving the client in the entire process of diagnostic, problem identification, experiential learning, and problem-solving process. The entire process of action research is action oriented with the objective of making the change happen successfully.

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