

## **ADMINISTRATIVE REFORM**

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**In this article we present a unique study of how a nation, Bhutan, is using a specific change management approach - organisational development - as the lever for system-level change in pursuit of a complex, multi-level suite of goals to, ultimately, enhance Gross National Happiness (GNH). We argue that this represents one of the first attempts at using OD for wide-scale change, something hinted at decades ago, and flagged by recent work coming out of the United Nations Development Program and civil society organisations (CSOs). Conceptually, we point to a high level of fit between the Bhutanese development philosophy and OD, and argue there is a great potential for using OD in the context. However, we raise a series of issues around the practical feasibility of this approach highlighting important points of tension which pose major challenges for the Bhutanese experiment.  
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**in Healthcare Revolution through its Yashaswini**  
**Cooperative Rural Healthcare Scheme." The scheme goes a**  
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