



# THE CONSTELLATION ORGANIZATIONAL DEVELOPMENT MODEL™ (CODM)

Our proprietary five-phase methodology for illuminating purpose, aligning people and processes, and fostering sustainable organizational evolution.

## ✦ PHASE 1 — ILLUMINATION

*Clarify Purpose, Direction, and Foundational Alignment*

### **Purpose**

Illuminate the organization's true purpose, direction, values, and strategic intent to establish a shared guiding star.

### **Why this matters**

Organizations struggle not because they lack effort, but because people are not aligned around a clear and shared sense of purpose and direction.

Illumination ensures that your mission, vision, values, and objectives are clearly defined, understood, and genuinely guiding decision-making. It brings clarity to what you are working toward and reveals early misalignment between intent and execution. Without this clarity, even well-designed strategies and processes will underperform.

### **What this means for you**

Your organization gains a shared "north star," reducing confusion, misinterpretation, and wasted effort before deeper work begins.

## **What you can expect**

A unified strategic foundation and early insight into areas requiring deeper exploration.

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## **✦ PHASE 2 — DISCOVERY**

*Analyze Systems, Structures, People, Processes, and Communication*

### **Purpose**

Reveal how the organization functions in practice—its strengths, constraints, and systemic root causes.

### **Why this matters**

Most organizational challenges are symptoms, not root causes. Discovery looks beneath the surface to understand how work actually happens — across systems, processes, people, and communication.

This phase identifies inefficiencies, misalignments, and structural gaps while also uncovering strengths to build upon. By diagnosing root causes rather than treating symptoms, Discovery ensures that future solutions are targeted, practical, and sustainable.

### **What this means for you**

You gain a clear, evidence-based understanding of what is working, what is not, and why — creating confidence that improvement efforts are grounded in reality.

### **What you can expect**

A comprehensive understanding of current-state operations, challenges, and opportunities grounded in evidence and insight.

## ✦ PHASE 3 — DESIGN

*Architect Strategies, Structures, and Communication for Future Alignment*

### **Purpose**

Transform insight into a cohesive organizational architecture aligned with mission, values, and sustainable growth.

### **Why this matters**

Insight without action leads nowhere. Design translates understanding into a clear, coherent blueprint for how your organization should operate going forward.

This phase aligns people, processes, and communication with your mission and objectives. It prioritizes process improvement, addresses identified deficiencies, and creates an integrated roadmap that balances ambition with feasibility.

### **What this means for you**

You receive a practical, tailored plan — not generic recommendations — that provides structure, clarity, and a clear path toward sustainable improvement and growth.

### **What you can expect**

A comprehensive organizational development plan that is coherent, actionable, and aligned with mission and direction.

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## ✦ PHASE 4 — NAVIGATION

*Guide Implementation, Adaptation, and Adoption*

### **Purpose**

Support leaders and teams as they move from design into practice with clarity and confidence.

## **Why this matters**

Even the best-designed strategies can fail without thoughtful implementation and support. Navigation ensures that plans move from paper into practice.

This phase supports leaders and teams as they adopt new ways of working, adapt to real-world complexity, and address challenges as they arise. Guidance during this stage reduces friction, builds confidence, and increases the likelihood that improvements truly take hold.

## **What this means for you**

Change feels manageable rather than disruptive, and your organization builds momentum instead of resistance.

## **What you can expect**

Confident adoption of new systems and practices supported by clarity, alignment, and guided decision-making.

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# ✦ PHASE 5 — CONTINUUM: SUSTAINMENT & ORGANIZATIONAL RESONANCE

*Ensure long-term alignment, continuous improvement, and enduring coherence*

## **Purpose**

Foster sustainable growth, reinforce organizational coherence, and ensure continued resonance between purpose, people, and processes.

## **Why this matters**

Organizational development is not a one-time event. Without mechanisms for sustainment, progress erodes over time.

Continuum ensures that clarity, alignment, and improved processes endure beyond the engagement. It establishes rhythms, feedback loops, and

leadership practices that allow the organization to evolve intentionally, maintain coherence, and respond effectively to future challenges.

**What this means for you:**

Your organization continues to operate with clarity and confidence, sustaining alignment and performance long after the engagement concludes.

**What you can expect**

A self-sustaining organization with clarity, alignment, resilience, and momentum—resonating with its mission and positioned for continued evolution.



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