

THE DIFFERENCES BETWEEN ORG-DEV & LEARN-DEV

ACTIVATION	ORGANIZATIONAL DEVELOPMENT	LEARNING & DEVELOPMENT
Primary Focus	Organization/system health & effectiveness	Individual & Group capability & performance
Unit of Change	Organization, function or team structures & culture	Employees, leaders, cohorts, & role-based competencies
Typical Outcomes	Alignment, culture shift, change adoption, innovation	Skill growth, better performance, stronger leadership pipelines
Typical Methods	Diagnosis, org design, change management, culture work	Interactive, instructor-led training, coaching, microlearning, workshops, mentor programs
Typical Home	OD/People Strategy, HR COEs, Strategy	HR, Talent Management, People Ops
Time Horizon	Medium to long-term, ongoing & systemic	Short to medium term, program & cohort cycles
Relationship to Training	Diagnoses when training is(n't) the right lever	Primarily delivers & evaluates training & learning experiences

