

Organization Development



What is Organization Development?

Organization development, also referred to as organizational development, is the alignment of enterprise-wide competencies to organizational goals and objectives. Specifically, organization development is the structural alignment of people, processes, and systems as well as the development and implementation of enterprise-wide programs, which enhance the capabilities of staff to advance the organization's mission and strategies. The organization development practice is based on science and supported by data.

Why is Organization Development important?

A solid, stable, and sustainable framework is critical to building a successful organization. The organization development function provides such a framework for business operations, through organizational alignment, learning programs, performance management systems, and many other tools, processes, and systems that yield effective performance outcomes.

When is Organization Development implemented?

Organization development tools, techniques, processes, and programs are constantly and continually in use as people, systems, and operations are being developed at every level throughout the organization.

How is Organizational Development implemented within the organization?

Organization development is directly linked to both the short-term and long-term strategic plans as well as change management initiatives taking place within the organization.

Who drives Organization Development within a company?

The organization development or human resources leader drives organization development initiatives within the organization. Change management and organization development leaders work closely together since many change management initiatives are a function of the organization development strategy aligned to the organization's overall strategic plan and business goals.

- **Organizational Assessment**
- **Needs Analysis**
- **Organizational Alignment**
- **Learning & OD Programs**
- **VARK Learning Model**
- **70-20-10 Learning Model**
- **Leadership Programs**
- **Program Effectiveness**
- **Enterprise-wide Competencies**
- **Performance Management**
- **Rewards & Recognition**
- **Succession Planning**