Human Resources Organizational Development (OD)

Unified Personnel Board Meeting
September 5, 2019
What is Organizational Development (OD)?

OD is a philosophy and mindset

1) Planned effort
2) Organization-wide focus
3) Managed from top down and bottom up
4) Increases organizational effectiveness and health
5) Planned interventions in organization’s “process”, using behavioral-science knowledge
Framework of OD

“No action without research, no research without action.”

Kurt Lewin
Other Framework in OD

- Individual
- Team
- Whole Organization
OD Intervention Cycle

- Desire to Improve or Change
- Investigate the Problem – Need to Change
- Explore Solutions & Benchmarks
- Design Intervention & Results Expectation
- Implement Intervention
- Evaluate Performance & Learning
Delivering OD...the OD Hub

Newly created interdisciplinary team comprised of six members from:

- Learning & Development
- Planning & Performance
- Workforce Strategy

Develops competencies across HR as trusted solution partners
OD Focus on Increasing

- Interpersonal trust
- Satisfaction & commitment
- Problem solving capabilities
- Managed interpersonal conflict
- Cooperation & collaboration
- Efficient and effective process improvement
OD Professional Competencies

- Accountability and integrity
- Collaboration and teamwork
- Organizational acumen
- Problem solving and decision making
- Process and project management
Why is OD Important?

- Provides better impact in achievement towards organizational goals
- Increases trend to maximize an organization’s investment in its employees
- Organizations need to “work smarter” and apply creative ideas
- Customers demand continually improving quality
OD Achievements

- Continued support of action plans related to Employee Voice Surveys
- Process mapping
- Culture scan
OD Achievements

- Leadership development
  - How to master strategic thinking
  - Break down silos: promote collaboration
  - Competency-based learning: why talent management needs to get onboard
  - The what, why & how of leadership development
  - Align values and behaviors for a healthier workplace culture
Any Questions?
Thank You