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steps necessary to complete  
the process.

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Overview. Organizational development refers to a complex business strategy that concentrates on educational elements intended to change the values, beliefs and structure of an

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organization.

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Development (OD) focuses on aspects of organizational life, including culture, values, systems, and behavior. The goal of OD is to define and plan high performance in the workplace

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important in the practice of  
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They give a practitioner a

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Organization to discuss with a client – what will make a real difference in an approach to achieve the desired results such as building an 'ongoing adaptive culture'.

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achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes. There are a few elements in this definition (adapted from Cummings & Worley, 2009) that stand

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Processes: The  
organization's rules and  
policies, performance

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Organization Development and retention are some formalized processes that help manage the organization in predictable manner.

Culture: In an organizational system, the goals, resources and people

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are structured and then managed through some processes and leadership. This gives birth to the culture of an organization, which are the unwritten values, rules and beliefs that are shared between all



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the members of the  
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Organization is a  
fundamental theme to  
understand the real  
functioning of each company

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people who autonomously  
perform them is guaranteed.

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(OD), definitions, models, approaches, and how OD is and can be used in organizations today. An organizational development professional requires a multitude of skills to be

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effective. Students will  
assess their own skills and  
develop a plan to develop or  
increase required skills.

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Organization Development is an effort that is: Planned. Organization-wide. Managed from the top. Increase organization effectiveness and health. Through planned interventions in the organization's "processes,"



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Using behavioral-science  
knowledge.

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~~Development? — OD Network~~

Organization development  
moves beyond team areas into  
problems that require

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Commitment at all levels.  
Such broad problems include:  
cost control, union-  
management relations,  
safety, promotion ...

~~Breakthrough in Organization  
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Defining OD – Traditional  
Definition of Process  
n“Organization Development  
is an effort planned,  
organization-wide, and  
managed from the top, to  
increase organization  
effectiveness and health

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through planned  
interventions in the  
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using behavioral-science  
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(OD) is one of the most  
significant developments in  
the field of organizational  
behavior in recent years. OD  
began to evolve as a

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existing organizational  
routines and relationships,  
requiring potential users to  
re-learn how to work  
together – a challenge that  
usually proves more  
difficult than anticipated.

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