

Roles of organizational development consultants assignment



**ASSIGN
BUSTER**

An inherent danger in this role is that the very activity of collecting information and asking questions, almost always sets up an expectations that something will happen as a result of the questions. Relationship with the client may affect the outcome of the assignment therefore expectations need to be set upfront. Such include the scope of the project, the project timeline, what you hope to achieve, your role and how you'll measure the success of the project. Therefore in the change roles given above of the organization the consultant needs to be: I. Respectful.

Much as the consultant is working clients have to value their ideas and contributions. This will actually influence the outcome of the assignment for the level of corporation in the ideas in the roles above added will actually be of big impact and facilitate easy work of the consultant. II. Keep the communication lines open. With this inclusive in the relationship need for reassurance to the clients will be they would like to be updated and follow through with their request need to be in lace. Whether its weekly updates in person or daily by phone its important to put the client at ease and let them know that their project is on track.

This will determine and influence the outcome of the assignment. III. Create a connection. Consultant need to learn the interest of the client in the organization development and creating this kind of connection can leave a lasting impression which may serve you well when the client has a future consulting need. This shows a level of interest with the client and organization development and as a result will influence the outcome of the assignment. ' V. Say no if you need to. In many cases, clients ask us to do

things beyond our capacities so if you cannot meet a deadline or deliver on a request, don't say that you can.

Saying yes and not being able to follow through undermines your credibility with your client. V. Avoid being biased. Saying the truth about what is needed is a good thing in the organizational development as long as it's of the professional point of view. Where change needs to be in place is essential to be said in order to enable the organization develop. VI. Do your research well enough. Consulting Just like any other work needs to be undertaken when one has done proper research and this will actually determine and influence the level of outcome.

As a result the proper findings will be put in place in a Justifiable manner making the consultant and therefore outcome of the assignment will be improved. VI'. Offer assistance but do not be too much involved in the assistance. It's proper to maintain a good nature of relationship where by as much as you are offering solutions do not do everything on behalf of the organization. Give the clients time to brainstorm and involve them thus giving them an idea that they can actually do it in a certain manner and this involvement improves their level of approaching things at work.

This will definitely influence the outcome of the assignment. VIII. Do some follow-up. This influences the outcome of the assignment in such a way that you'll be able to observe as a consultant whether what you kept in place is being followed up or not in the organization development. ' X. Encourage participation. This brings about involvement of the clients in the organizational development hush bringing about proper demodulating skills

that are required and gives them a sense of belonging to the improvement of the organization thus will influence the outcome of the assignment.

X. Set goals, standards and vision. This will give the departments and the client in general a sense of direction whereby they strive to achieve set goals and thus encourage development and thus influencing the assignments outcome in general. This in the relationship is very vital in the sense that proper conducting of the assignment will be carried out and influence outcome of the assignment. XII. Proper lance of power. Since in teamwork the heads need to be given power and also other various heads of the department, they should use it effectively.

Proper use power not only by the client but also the organization development consulting may influence the outcome of the assignment. XIII. Provide secrecy of information. As a consultant one is often subjected to various flow of information and whereby confidentiality is needed the consultant has to do this by not leaking out the message given out by the client organization. This as a result influences the assignment for corporation will be in place.