

# Good example of research paper on managing organizational development and change

[Business](#), [Management](#)



Organizational development is one of the most challenging practices of management. It does not just happen as it is thought of, in other words, it entails several steps or interventions for it to succeed. Coming up with interventions is however not the final thing, because they involve change, the manager must see to it that they are first acceptable. It is very hard to initiate organizational development and change if the rest of the organization has not accepted or are not in line with what the manager is thinking of (Tolley et al, 2013). In most cases, change comes with different reactions; the fear to change makes employees in an organization to persistently, stick to the old system that may not allow change to take place or rather development. Some conditions are very necessary for any intervention to bring about the desired change. Ownership of the change or development is key, members are supposed to be part of it through acceptance. It is upon this that the paper is going to elaborate the interventions necessary for organizational development and change. Organizational interventions are plans that involve some activities whose main aim is to effect change in an organization. There are several interventions that are used, and their uses have different results. It is very important to note that, for an organization that needs to achieve full change of the organization, the use of a full range of interventions including those that are set for personal change. It is because of the need for such a change that I will be able to employ such interventions in the following order (Kershaw & Wade, 2011). First I will begin with the interpersonal intervention. It is used to develop the individual's knowledge, skills among others that help to bring members from a loosely packed group and to make

them learn to appreciate one another. It thus brings the feeling of belonging to a group and respecting the fellow members.

The next intervention is a group intervention. It is meant to help the groups within the organization become more effective by working together and appreciating the contributions of one another in the group. It is through this intervention the group members come together, try to learn their shortcomings and look for solutions to them and encouraging one another to become effective in their production. Through this intervention, groups are encouraged to develop new mechanisms to work with the members in order to achieve the best results, by this; the groups learn to work hard to ensure that they do not become the last in producing better results.

The next intervention is the intergroup intervention. The intergroup interventions are designed, in a way, that they make different groups within the organization work efficiently to deliver better results within the organization. It is this intervention that enables the groups to work differently but towards the achievement of the organization's goal at the end (Verner et al, 2013). One problem that is always experienced in very large organization's is that different departments within the organization never agree on one specific thing, they keep on battling over some specific interests hindering organizational development. The intergroup interventions encourage the different departments within the organization to work as a group in order to attain their goals projecting to organizational development.

Comprehensive interventions are almost the last in this system; they are aimed at directly creating change in the organization. After concentrating on

the individuals and groups, it is at this time that the organizational development focuses of the overall organizational change (Kershaw & Wade, 2011). It intervention tries to look at the organization from the top, it surveys the organization as a whole and look at every individual in the organization looking at their attitude thus coming up with a detailed report that will enable the employees to know themselves and realize the problems that they encounter in order for them to endeavor into looking for solutions to such problems. Afterwards, the changes that emanate from the interventions are implemented making organizations start realizing positive outcomes from the different sections in the organization.

The very last organizational development intervention is the total quality management intervention (TQM) that comes at the very end. Having been invented at a later time, this intervention strictly emphasizes on the quality processes and ensuring that all processes are aimed at achieving the best result at the end of it. It does not become right to start analyzing the quality of a good produced at the very end, total quality management ensures that the process of producing a commodity is well set thus becoming very sure of the outcome even without looking at it (Verner et al, 2013). Using those interventions in that sequence would enable the organization realizes the best result of development and change. It is by appreciating one another, then to a group of workers and next merging the efforts of the groups that finally make the employees appreciate the whole organization. Lastly, having undertaken all these initiative, that the organization is bound to develop in a very fast rate.

## Reference

Kershaw, C. J., & Wade, J. W. (2011). Brain change therapy: Clinical interventions for self-transformation. New York: W. W. Norton & Co.

Tolley, E. E., Ulin, P. R., & Robinson, E. T. (2013). Qualitative methods in public health: A field guide for applied research. San Francisco, Calif: Jossey-Bass.

Verner, D., Lee, D. R., Ashwill, M., Wilby, R., & World Bank. (2013). Increasing resilience to climate change in the agricultural sector of the Middle East: The cases of Jordan and Lebanon. Washington, D. C: The World Bank.