

Organizational development

Business



Organizational Development In every organization, planned change is a fundamental pillar towards attaining higher performance and general development. Even if an organization may be successful, there is always a room for upgrading. This is because the world is rapidly changing due to technological advancement and other critical environmental changes, which necessitate a change. For effectiveness, an organization must be able to meet today as well as tomorrow's challenges because adaptability and responsiveness are essential to survive. Organizational development is the use of organizational assets to advance efficiency and expand in terms of productivity. Its use is to solve problems within the organization or as a way to analyze a process and find a more efficient way of doing it. This study entails to discuss the importance of clarifying the organizations issue and determining the OD team members besides discussing what to consider when selecting an OD practitioner.

Since in every organisation there must be a set of problems attached to it, the desire to achieve should be the managers' drive towards achieving Organizational Development. The initial processes in the OD practice are vital in that they help to define organisation's problems and opportunities for improvement as well as design meant to resolve predicaments collaboratively. For better results, views of all members should be greatly valued (Cummings & Worley, 2009). In the diagnosis stage, both organisational members and agents of change should be involved in finding determinants of the current success and defining new instruments of realizing extra development. This improves the organisational effectiveness, innovativeness and competitiveness in the entire market. The process makes out the areas of institutional operations where change is required.

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Organizational development simplifies the process of developing effective change management programs (Cummings & Worley, 2009). Discovering the present realities, considering future possibilities, evaluating, and prioritizing alternatives for change should drive the managers desire to choose an OD practitioner (Rothwell et al. 2009).

References

- Cummings, T. G. & Worley, C. G. (2009). Organisational Development&Change. South-Western/Cengage Learning: Australia.
- Rothwell, W. J., Stavros, M, J., Sullivan, R. L., Sullivan, A. (2009). Practicing Organization Development: A Guide for Leading Change. John Wiley & Sons: New York.