

Organizational development paper

[Technology](#), [Development](#)



Organizational development is a benchmark for a given organization's success in establishing its core values, mission statement and goals.

Whether an organization is non-profit or for profit does not change the fact that both types of organizations need to make the best of all plans and then implement them to make the right culture as well as model of running the business or supporting the cause which this particular organization is used to doing. What is necessary is the most of the work is done by middle and upper management, in planning the projects and yearly goals. When an organization goes through staffing of capital change or depletion, all changes have to be made in accordance with the balance capital as well as the needs for more human power to run a specific position and or functions within various departments of the organization. As organizational needs and business demands shift so do the processes of conduction business and managing the organizational structure. Organizational assessment of needs make it different for every organization as to how the success of a particular organization can be insured by its managers and employees. In industrial/organizational psychology and management sciences' disciplines, graduated students study case studies and then develop solutions to scenarios helpful and suitable for establishing a policy structure to make the organizational system run smoothly. Theory of change is one theory which states that a cycle of stability and consequent change is imminent always in the life of any organization.

It is a stage theory basically entails identifying need for change, making the actual change and then readjusting to the changed way of conducting business. Over all operational evaluations eventually lead to better systems

and stable methods, by which seasoned employees can steer the organization to success every step of the way to achieving a status of a credible and successful market name brand won by the organization. The processes involved in the change making itself, will rigorously change and as long as the core values of the organizational structure are adhere to nothing will transpire which will be less than ethical and lawful from a legal point of view. For the organization to defend or justify, because all operational and management procedures will be inline with the guiding by-laws and regulations following which, the organization will originally set up. Further development in any organization is always required. And this second phase of development is based on the first phase of established foundational laws and policies. Given changing businesses and consumer services' needs, the scale and the expanded quality of services will change too, and so would the processes which make them happen.

Successful organizational always reflect on their statistics in numbers as well as qualitatively. With the change in human power and capital resources, every successful organization takes it seriously that the quality of the deliverables is not sacrificed with rendering ad hoc business practices.

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