

ORGANISATIONAL DEVELOPMENT

Organisational development in practice is about fostering a culture of continuous improvement and learning within an organisation to enable it to thrive in a constantly changing environment.

It requires collaboration, communication, and a commitment to change at all levels of the organisation.



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DIAGNOSIS & PLANNING

The first step is to assess the current state of the organisation. This involves gathering data through surveys, interviews, and observations to identify the SWOT. Plan with stakeholders to outline specific goals, objectives and strategies for improvement.



INTERVENTION

This stage involves implementing the planned changes. Interventions can take various forms, such as training programmes, team-building exercises, process improvements, or changes in organisational structure.



EVALUATION & SUSTAINMENT

Progress is continuously monitored and evaluated to determine the effectiveness of the interventions. This may involve collecting feedback, analysing data, and making adjustments as needed. Develop systems and processes to support the new way of operating and providing ongoing support and training to employees.