

Applying OD More Broadly In Our Work, Lives and Communities

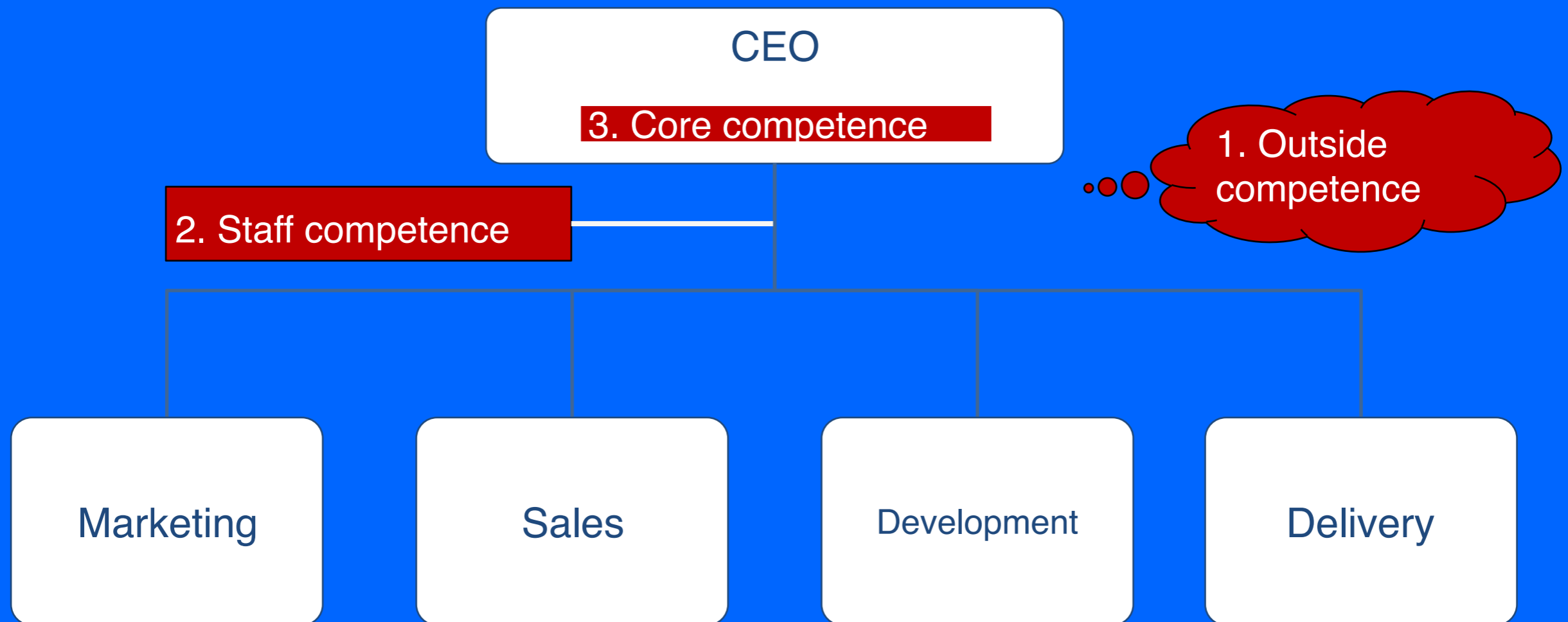
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Where does OD fit in organizations?



Where have you
seen OD when you
least expected it?

Goals For Our Conversation

- Explore our own definitions of OD and the value this field has created for our clients and in our lives
- Brainstorm ways the how and what of using OD more broadly
- Use conversation and story telling
- Co-create and learn from one another

What do we talk
about when we talk
about OD?

OD Definitions

Beckhard, 1969:

Organization development is an effort that is:

- Planned
- Organization-wide
- Managed from the top
- Increase organization effectiveness and health

“...planned, systematic, long-range efforts focused on the organization's culture and its human and social processes.” **French & Bell, 1999**

“Process of planned actions within an organization that uses behavioral science principles to help change a system and improve its effectiveness using human-centered values.” **Jamieson & Worley, 2007**

OD Definitions

“...we’re essentially talking about a field that helps us gain insights about people and what happens when we come together to work. We are referring to the field of endeavour shaped by the application of social and behavioural sciences, of humanistic principles and a whole systems perspective to facilitating personal and organisational change, building organisational capability and effectiveness; and sustaining organisational renewal. By its very nature, organisation development is strategic.” **Organisation Development Australia**

“...*And so*, organisation development work focuses on making organisations function better – healthy organisations that are able to sustain themselves, that people like to interact with and that people enjoy working for.”

South African Organisation Development Network

“OD is an activity that continuing learns power to create, to revolutionize, and to grow up through practice so that the person, the organization, and the community may contribute to constant development of the organization and the whole society...”

OD Association of Japan



Discussion Questions

How do you describe OD to others?

What is the value OD brings to your life?

Brainstorming on Descriptions

Group A:

- planned, focused, organized way of impacting people's behavior, attitudes for promoting and advancing the future goals and objectives of the organization
- it's for others: a way of helping others to discover their potential

Group B:

Through people: a constructive process (continuous); helps orgs become strong; healthy, sustainable and adaptable

Group C:

Helps orgs to: reinvent themselves; re-discover; re-direct; self regulate. So at the end of the day, the org can solve it's problems

Brainstorming on Descriptions

Group D:

- help organizations work better - making organizations more effective - focus on people and include them - building trust and mobilizing

Group E:

- organization development versus organizational development (what we achieve is through organizations)
- depends on audience
- optimizing/improving work processes in organizations
- helping organizations to achieve its purpose
- not limited
- organizations can become more effective, human-oriented and sustainable
- I try not to describe it!

Brainstorming on Value

Group A:

- sustainable change in organizations
- efficiency, effectiveness and health
- like a family doctor/physician - birth, growth, death and wellbeing
- self-awareness/awareness in general
- understanding and acceptance of new way of working

Group B:

- a path of self-realization
- a path to know our (inner) being so to be real and genuine to ourselves and others

Group C:

- distinctions
- perception
- systems view
- system reveals itself to me
- more effective with community

Group D:

- HR helps maintain institutions; OD helps change institutions
- mobilize trust
- understand and respect differences
- we hold process so clients can focus on content

Brainstorming on Value

Group E:

- empathy
- systems thinking
- engaging with people - not just facts
- change
- process

Group F:

- helps explain my and my client's worlds
- to make group exercises more effective and lead groups better
- have a home for what I am passionate about
- \$\$
- meet new people
- brought me to cool places
- joy - line of work I enjoy

Where can OD skills,
talents, perspectives,
models, beliefs, ...
be applied?

Discussion Questions

Outside of client systems, where do you see a need for OD?

How could you describe the benefits or process to those groups?

Brainstorming on Where

Group A:

- OD is a way of life
- values are used everywhere - self, family, institutions we are a part of, individuals, society, relationships
- everyone is a client - paying, not paying and reflection/feedback

Group B:

- any institution or entity where power exists. Power blinds people, corrupt people and keeps them from being aware of who they really are and how they affect others.

Group C:

- sports teams
- church
- Schools - PTAs/councils; facilitation skills; leaders (prefects)
- Public sector
- traditional community leaders
- political affairs (including political parties)

Brainstorming on Where

Group D:

- when do we use it and not call it out - all kinds of situations
- how do we collaborate?
- community of total practice - working with other practitioners
- OD in political campaigns
- OD in schools

Group E:

- politics
- government departments that need to work better
- OD belongs at high levels - in the C suite
- boards of organizations
- schools

Brainstorming on Benefits

- all - OD helps any entity with power to value the common good, at a global, national or local level
- we haven't done this well
- need to speak in the language of the client

What's next for you
in this
conversation?

Thank you!!

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