



Organizational Development

Consulting Intervention

Outcomes of Organizational Development:

- ▲ adapt to the accelerating rate of change brought about by market forces
- ▲ embrace the demands of new technologies and processes
- ▲ make long-range comprehensive transformations vs. quick fixes
- ▲ initiate and manage change, particularly, complex change
- ▲ foster employee alignment and commitment to new ways of working
- ▲ expand everyone's ideas, beliefs, and behaviors to solve problems
- ▲ develop the organization's fitness for continuous innovation and renewal

What is Organizational Development?

The field of Organizational Development (OD) is concerned with the performance, development, and effectiveness of human organizations. An organization is defined as two or more people brought together by one or more shared goals. (Wikipedia, 2005)

Many organizations implement change programs, only to be disappointed that "it just didn't have the impact we wanted." The organization then moves on to another initiative, leaving the first one remembered as the "flavor of the month." Managers and employees eventually become cynical about change in general.

Organizations that successfully implement change realize that program content itself, although critical to success, is only part of the equation. Another equally important part involves strong and certain implementation and the accomplishment of the intended results. This approach to change implementation does just that.

Drawing on extensive research and experience in the principles of managing change, The Fulcrum Group knows how to help leaders expedite change - and accomplish and sustain the future success of their businesses. We guide leaders to create lasting culture change and adopt principles of leadership and management designed to sustain high levels of performance.

Issues in Organizational Development

Our expertise in Organizational Development issues include:

- ▲ strategic planning
- ▲ organizational performance
- ▲ systems
- ▲ team building
- ▲ action research
- ▲ leadership development
- ▲ change management
- ▲ culture development
- ▲ performance improvement
- ▲ employee research
- ▲ quality
- ▲ process improvement
- ▲ meetings process
- ▲ organizational learning
- ▲ group process
- ▲ knowledge management
- ▲ innovation and creativity
- ▲ succession planning

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