

# ORGANISATIONAL DEVELOPMENT

Whilst there is no single definition of organisational development (OD), it is commonly known to be the practice of changing people and organisations for positive growth.

In practice, OD can take on many forms, and typical OD activities can include some of the following:

- organisational assessments
- leadership development
- coaching
- team building
- change management

## BENEFITS

OD helps all types of organisations by:

- empowering leaders and individual employees
- creating a culture of continuous improvement and alignment around shared goals
- making change easier and faster
- putting the minds of all employees to work
- enhancing the quality and speed of decisions
- making conflict constructive instead of destructive
- giving leaders more control over results, by giving employees more control over how they do their jobs.

## OUTCOMES

The outcomes of OD may include increases in:

- profits (cost reduction, for non-profits)
- innovation
- customer satisfaction
- product and service quality
- cost effectiveness
- organisational flexibility
- personal feelings of effectiveness
- job, work, and life satisfaction.

*Adapted from AHRI.com.au*