What is Organizational Development?

Organizational development is improving an organization's capability through the alignment of strategy, structure, people, rewards, metrics, and management processes[1]. Just as professional development aims to prepare individuals for continuous, career growth, organizational development (OD) strives to prepare teams for continuous growth. Organizational development is "a long-term change effort focused on improving the interpersonal relationships of employees." [2] Organizational development is a collaborative approach; meaning everyone in the organization has a voice and a part to play, regardless of position. Those people closest to the process are the best people to determine where improvements may be needed and inclusion in the organizational development process encourages buy-in and commitment.

The Association for Talent Development (ATD) identifies four typical categories of Organizational Development; human process initiatives, techno-structural initiatives, human resource management, and strategic initiatives[1].

Together, these categories address how a department works. OD addresses team dynamics and engagement, as well as, looking at processes and procedures to optimize efficiencies and effectiveness. Often, these efforts are facilitated by an interior or external consultant.

What does organizational development look like at NMSU?

At NMSU, organizational development includes, but is not limited to:

- Team dynamics
    - Workplace styles
    - Team expectations
    - Team building
    - Retreat planning
    - Departmental training
- Strategic planning
    - Mission/vision/values

- - Organizational design/position management
  - Change Management
  - Long-range Goals & Metrics
- Action planning
  - Resource identification
  - Goal setting
  - Project management
  - Metrics
  - Brainstorming
  - Change Management
- Process identification and improvement
  - Job and task analysis
  - Process improvement
  - Standard operating procedures (SOP)
  - Benchmarking
  - Policies, rules, and guidelines
  - Change Management
- Succession planning
  - Job and task analysis
  - Identification of competencies
  - Gap analysis
  - Goal setting
  - Professional development plans

CLPD offers facilitation of all your organizational development efforts **free of charge*** to all NMSU departments.

Why you should consider a facilitator?

"A facilitator is someone who uses knowledge of group processes to formulate and deliver the needed structure for meeting interactions to be effective. The facilitator focuses on effective processes & team dynamics allowing the participants to focus on the content or the substance of their work together." [3]

Facilitators are experienced with a variety of organizational development tools and processes and can select the best activity to achieve the desired outcome. Facilitation eliminates some of the unintentional consequences seen when leaders attempt to lead organizational development activities themselves. These inherent obstacles, the "power of the pen", leadership bias, and group think, are minimized when a facilitator is guiding the discussions. A facilitator, as a neutral third-party, can ensure that all voices are heard and the best decisions are reached by the team.

Schedule your organizational development facilitation -
https://help.nmsu.edu/TDClient/267/Portal/Requests/TicketRequests/NewForm?ID=HhxWpkcOYKM_&RequestorType=Service

*Travel costs may be charged for locations outside of Las Cruces. Additional costs may be incurred for workplace style assessments.

References

1. What is Organization Development? Association for Talent Development, https://www.td.org/talent-development-glossary-terms/what-is-organization-development
2. Organizational Development Fundamentals, William J. Rothwell
3. Basic Facilitation Skills, published by the Human Leadership and Development Division of the American Society for Quality, the Association for Quality and Participation, and the International Association of Facilitators, May 2002