

Snippets from IOD's OD Transformation Conference, Jamaica – Session on Introduction to Organization Development



The OD Transformation Conference began with a session introducing Organization Development to the participants. Ragland Thomas, Vice President of Global Organization Development for IOD, facilitated the session. Some of the key takeaways from the session are listed below.

*Organization Development is becoming a Game Changer for Organizations at a time when the pace of change has fastened and has become unpredictable due to the many drivers of change like new industry structures, war for talent, complexity in management, universal access to knowledge, technological connectivity, changing consumer landscape, growing demand of natural resources and more.

*While the field of Organization Development has evolved in the last 70+ years to meet the needs of the changing scenarios, the definition of OD has also been evolving to reflect the dynamic nature of OD. A single definition may not be able to capture the multifaceted aspects of OD and we have to bring together many aspects to make the definition holistic.

*Organization Development can be defined as an “organization-wide effort planned and managed from the top, to increase organization effectiveness and health through planned interventions using a systematic process and applying Behavioral Science principles with the assistance of a change agent in a self-renewal way by focusing on the human enterprise of the organization (*Beckhard*, French and Bell, Cheung-Judge / Holbeche). This definition integrates inputs from three different definitions and only then we are able to capture the breadth of what Organization Development is all about.

- The heart of Organization development is in the values and ethics and unlike other fields, OD leverages the values and ethics as its foundations. The values of Humanistic Philosophy, democracy, respect, inclusion, equity, fairness and empowerment are critical not only for OD but also for the effectiveness of organization and the ethical principles of responsibility to self, client, society, profession & professional development are very critical.
- So Organization development as a field has the potential to ensure the survival and excellence of individuals, teams and organizations. If Leaders & Organizations learn to leverage the principles & practices of OD to clarify and strengthen their purpose, they can accomplish the triple bottom-line of Profit, People and Planet