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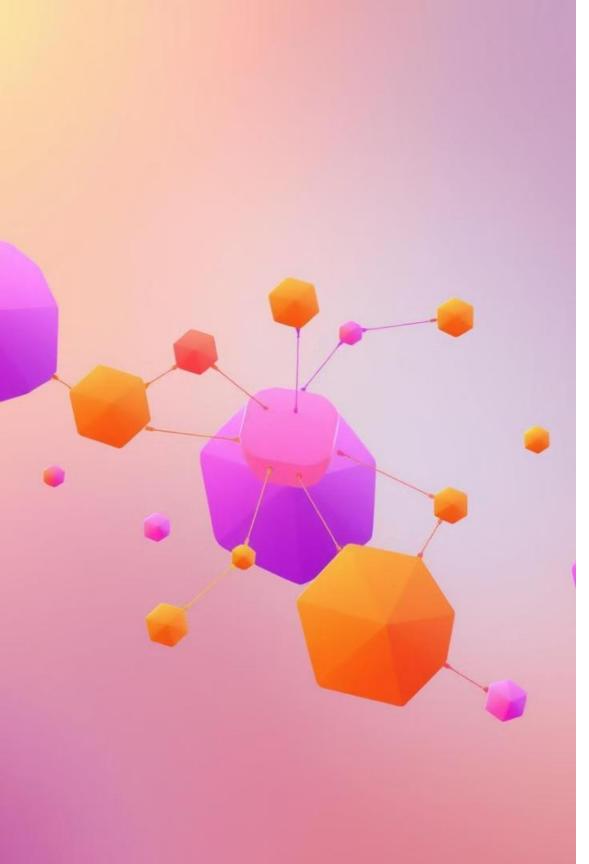## Tiruchirappalli-620024
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Programme: M.A.,HUMAN RESOURCE MANAGEMENT

Course Title : Organizational Development
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Unit-III
OD Interventions

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Organizational Development (OD) Interventions

This presentation provides a comprehensive overview of OD interventions, exploring various approaches and their applications across different organizational levels.

Organizational Development Interventions

Organizational Development (OD) interventions are a critical component of creating positive change within companies and teams. These strategic interventions target different areas, from individual employees to the entire organization, with the goal of improving productivity, fostering better collaboration, and driving sustainable growth. By understanding the various types of OD interventions, leaders can select the most impactful approaches to address their unique challenges and opportunities.

Team Interventions

Team Building

Activities that foster teamwork, communication, and trust among team members. Examples: escape rooms, problem-solving exercises.

Team Coaching

Guidance and support provided to teams to improve their performance and effectiveness. Examples: goal setting, conflict resolution, communication strategies.

Inter-group Interventions

Cross-Functional Teams Teams

Bringing together individuals from different departments to work on shared goals.
Examples: product development teams, marketing and sales teams.

Conflict Resolution

Addressing conflicts between groups to improve relationships and achieve collaboration.
Examples: mediation, facilitated dialogue, conflict management training.

Interpersonal and Group Process Interventions

Team Building

Helping teams develop stronger interpersonal relationships, improve communication, and enhance collaboration through activities and exercises designed to foster trust, cooperation, and a shared sense of purpose.

Conflict Resolution

Guiding teams and individuals to constructively address and resolve conflicts, identifying the root causes, and developing strategies to improve conflict management skills and maintain a harmonious work environment.

Group Dynamics

Analyzing and optimizing the interactions, roles, and decision-making processes within groups to improve team dynamics, increase productivity, and foster a more collaborative and inclusive culture.

Personal, Interpersonal & Group Process Interventions

Individual Development

Interventions that focus on improving individual skills, knowledge, and performance. Examples: coaching, mentoring, training programs.

Interpersonal Skills

Interventions that improve communication, conflict resolution, and relationship building skills. Examples: assertiveness training, active listening skills, emotional intelligence training.

Group Process

Interventions that focus on improving group dynamics, decision-making, and collaboration. Examples: team building, group facilitation, process improvement methods.

Comprehensive Interventions

1

Organizational Culture

Changing the shared beliefs, values, and assumptions of an organization. Examples: leadership development, employee engagement programs.

2

Structure & Systems

Modifying organizational structures, processes, and systems to improve efficiency and effectiveness. Examples: reengineering, process improvement initiatives.

3

Strategy & Vision

Developing and aligning organizational strategies and vision with the needs of stakeholders. Examples: strategic planning, business process analysis.

Comprehensive Interventions

Organizational Diagnosis

Conducting a thorough assessment of the organization's current state, including its structure, culture, processes, and performance, to identify areas for improvement and opportunities for growth.

Change Management

Developing and implementing a comprehensive change management strategy to ensure the successful adoption and sustainable implementation of organizational changes, minimizing resistance and maximizing the benefits.

1   **2**   **3**

Organizational Design

Redesigning the organizational structure, roles, and responsibilities to optimize efficiency, enhance communication, and support the company's strategic objectives.

Interventions Designed at Individuals

1 Individual Coaching

2 Mentoring Programs

3 Skill Development Training

Interventions Designed at Dyads/Triads

1

Peer Coaching

Individuals learn from and support each other.

2

Conflict Resolution

Addressing interpersonal conflicts.

3

Team Building

Strengthening relationships within small teams.

Interventions Designed at Teams and Groups

1

Team Building

Enhancing communication, trust, and cooperation.

2

Group Facilitation

Guiding group discussions and decision-making.

3

Process Improvement

Optimizing workflows and operational efficiency.

Interventions Designed at Inter-group Relations

Interventions Designed at Total Organization

1 **Organizational Culture Change**

Shifting the values and beliefs of an organization.

2 **Strategic Planning**

Aligning organizational strategy with goals and objectives.

3 **Mergers & Acquisitions**

Integrating two or more organizations into one.

The Washboard Model

1 **Data Collection**

Gathering comprehensive data about the organization's current state, including its processes, structures, and performance.

2 **Data Analysis**

Thoroughly analyzing the collected data to identify patterns, trends, and areas for improvement.

3 **Feedback and Planning**

Providing feedback to the organization and collaboratively developing a comprehensive action plan to address the identified issues.

4 **Implementation**

Executing the agreed-upon interventions and change initiatives to drive the desired organizational transformation.