

# Organisational Development & People Management

## THE BASIC FACTS

Organisational Development (OD) is a strategic management improvement program designed to develop organisations and its people to better adapt to new technologies, markets, and challenges.

Successful organisational change can be difficult to accomplish. One of the most difficult tasks is maintaining employee morale and motivation through any change process. It is critically important that an OD program allows the active participation of people affected by the change, as they are more likely to support what they have helped create.



## DEVELOPMENT PILLARS

STRATEGIC DEVELOPMENT	PERFORMANCE MANAGEMENT	GROUP MANAGEMENT	PERSONAL DEVELOPMENT	LEADERSHIP SUPPORT
<ul style="list-style-type: none"> <li>▶ Strategic &amp; Business Planning</li> <li>▶ Cultural Change</li> <li>▶ Systems Planning</li> <li>▶ Succession Planning</li> <li>▶ Workforce Review</li> </ul>	<ul style="list-style-type: none"> <li>▶ Business Performance &amp; KPI's</li> <li>▶ Rewards &amp; Recognition</li> <li>▶ Performance Gaps</li> <li>▶ Recruitment &amp; Retention</li> <li>▶ People Performance</li> </ul>	<ul style="list-style-type: none"> <li>▶ Conflict Management</li> <li>▶ Group Facilitation</li> <li>▶ Team Building</li> <li>▶ Self Directed Work Teams</li> <li>▶ Project Management</li> </ul>	<ul style="list-style-type: none"> <li>▶ Personal Development</li> <li>▶ Leadership &amp; Management</li> <li>▶ Training</li> <li>▶ Personal Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>▶ Coaching</li> <li>▶ Counselling</li> <li>▶ Leading</li> <li>▶ Motivation Support</li> <li>▶ Mentoring</li> <li>▶ Consulting</li> </ul>

### Successful Outcomes

- ▶ Improved interpersonal and group processes
- ▶ More effective communication
- ▶ Enhanced ability to cope with organisational problems
- ▶ More effective decision processes
- ▶ Quality leadership styles developed
- ▶ Conflict and change resistance risk reduced
- ▶ Increased trust and cooperation amongst team members

