

Organization Development: A Visual Presentation with International Flair

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How do you create a successful organization development intervention? I believe it starts by creating feelings that engage people, excite them, and support them. There are many ways to create feelings and this short article is about calling your attention to the steps in a successful intervention by presenting visual cues that are tied to the magnificence of fall in New England.

For example to begin your planning what do you need to pay attention to?



In the picture your attention is possibly drawn to the colors in the back and also to the white plumes in the foreground. You may notice a calming effect from the water. For organization development to take place successfully it is important to recognize all that is happening in the foreground, the background and in the body of what is taking place. Sometimes what is most colorful is all that we see.

Other aspects of organization development are seen in the following pictures.



Effective organization development starts with a clear vision.



It is followed by very visible concrete steps that are part of an overall plan.



As the plan is implemented, it is important to take time out to be reflective.



Hopefully the pathway you choose will be colorful and unobstructed.



Of course you will encounter obstacles and that is why it is necessary to establish culture that imitates the way Canadian geese operate. They take turns leading.

If a goose is injured, a healthy goose stays behind until the other gets well.

And they fly in formation, understanding roles and responsibilities,
and have an uncanny ability to stay on track.

I hope this article effectively highlights the necessary steps in implementing a successful organization development strategy. And of course the international flavor of the article is due to the fact that there are fall pictures from the US and geese from Canada. (☺)