

Practical team paths for organisational development

An organisational development decision tree

1. Local level leadership matters

People work in teams so local level organisational development is most effective. Organisation wide programs address trends but local leaders can address situationally relevant issues.

Local leaders know team needs, pain points, and opportunities. They deal with team pressures, changing requirements, evolving work norms, missed opportunities, conflicts, needed improvements, and people who could do better but need help.

They also know the relief, confidence, satisfaction, and happiness that come when they get to address team needs.

2. Organisational capabilities matter

Talking about hard and soft skills leads some people to think that soft skills are easy or optional, so we speak of technical and organisational capability.

Technical capabilities equip us with knowledge and skills linked to an occupation's technical tasks.

Organisational capabilities enable us to use our technical abilities together, as an organisation. They deal with people, policy, thinking, social systems, self-management, motivation, morale, ethics and accountability. They make it possible for people to work together in productive and healthy organisations.

3. External support matters

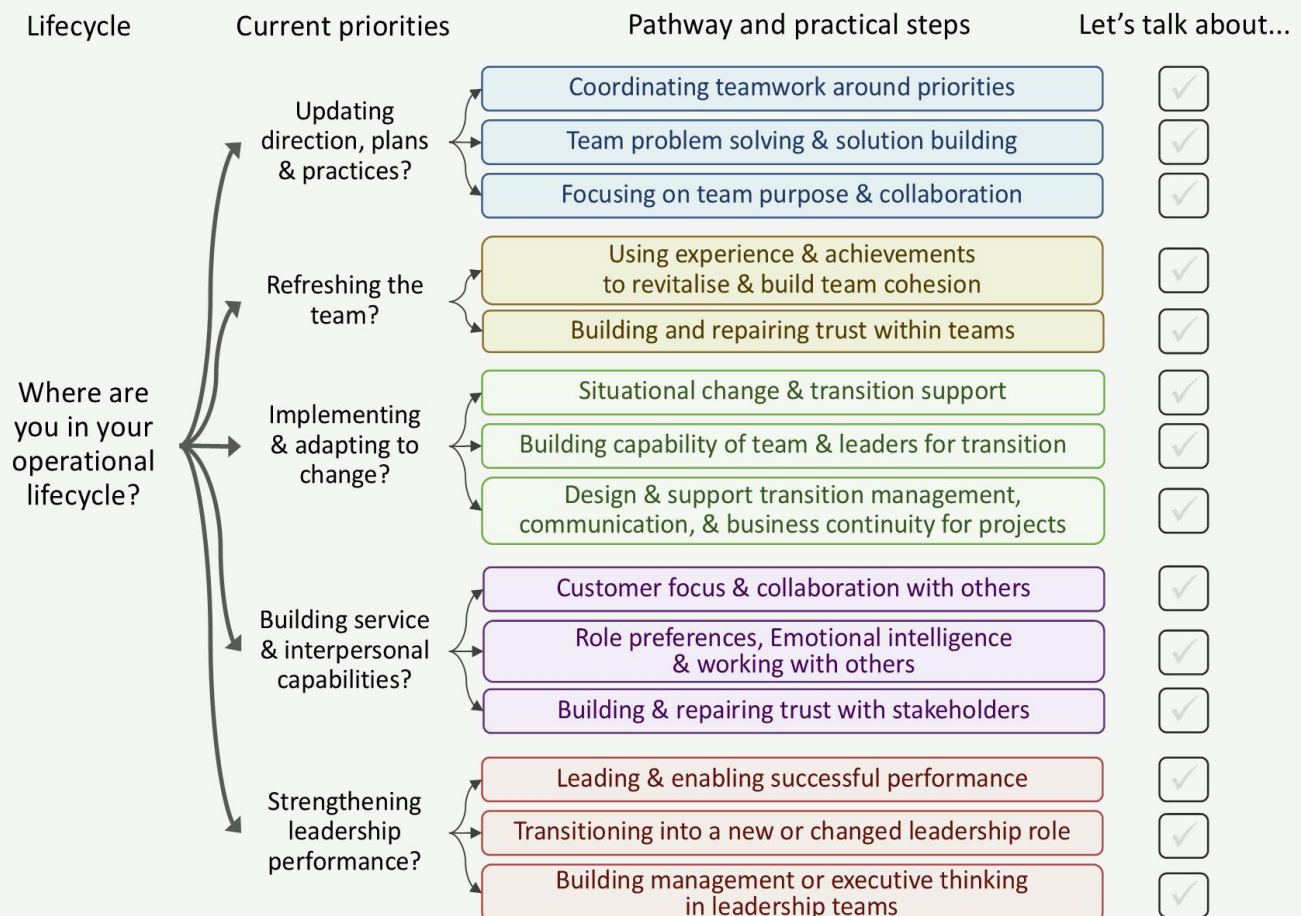
There is a reason organisational development relies on external support.

We create an independent approach to explore, adopt, or reject options and ideas before they affect your operations or team practices.

Plus, we provide translation skills. Our knowledge and skills help you to translate research and experience from elsewhere into options and solutions for your people and organisation.

Try the decision tree

This decision tree links local level needs with practical paths forward. You know your need. We know paths to meeting it. Check out the tree, then let's have a conversation.



Time to meet and talk

Grevillea Consultants has customisable processes that can help with all these pathways. Contact our consulting director, Paul Hegerty, to discuss the benefits these pathways can lead to.

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