



Turnkey Training

Types of Organizational Development (OD) Interventions

How organizations evolve,
adapt, and grow through
strategic change.

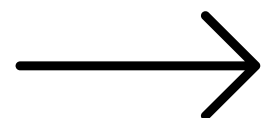


What Are OD Interventions?

OD interventions are structured actions designed to improve how an organization functions.

They align people, processes, and systems to achieve long-term effectiveness.

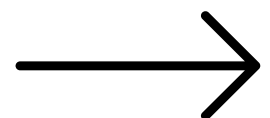
📍 Simply put, they're the building blocks of positive organizational change.



Why OD Interventions Matter

- ✓ Encourage collaboration & communication
- ✓ Improve structure & efficiency
- ✓ Support employee growth
- ✓ Guide sustainable change
- ✓ Strengthen organizational culture

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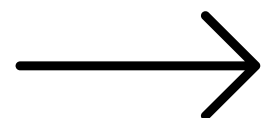


The 5 Types of OD Interventions


According to Cummings & Worley (2009), OD interventions can be grouped into five key categories:

- Diagnostic
- Human Process
- Techno-Structural
- Human Resource Management
- Strategic Change

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Diagnostic Interventions

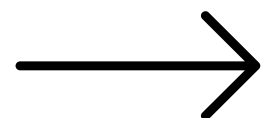
 Purpose: To analyze and understand the organization's current state.

 Focus: Data-driven insights, surveys, and assessments.

 Goal: Identify gaps, challenges, and opportunities for improvement.

 Think of it as an organizational health check.

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Human Process Interventions

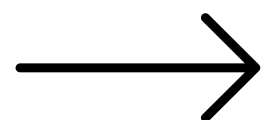
🤝 Purpose: To improve interpersonal and group dynamics.

💬 Focus: Communication, trust, collaboration, and conflict resolution.

📈 Goal: Strengthen team relationships and workplace culture.

🌱 Because great processes start with great people.

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Techno- Structural Interventions

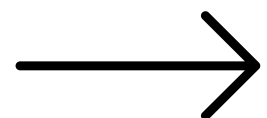
⚙️ Purpose: To redesign work structures and systems for better efficiency.

🏗️ Focus: Organizational design, workflow, job roles, and technology.

🚀 Goal: Align technology and structure with strategy.


👛 The architecture behind organizational agility.

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Human Resource Management Interventions

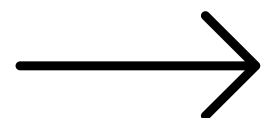
 Purpose: To develop and empower the workforce.

 Focus: Performance management, talent development, DEIB, and wellbeing.


 Goal: Create an environment where people thrive and contribute meaningfully.


 Because when people grow, organizations flourish.


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Strategic Change Interventions

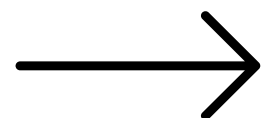
 Purpose: To lead transformational, large-scale change.

 Focus: Mergers, restructuring, and cultural transformation.

 Goal: Build adaptability and strategic alignment across the organization.

 Turning challenges into catalysts for growth.

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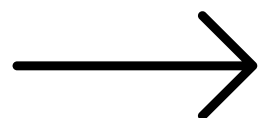
The Essence of OD Interventions

No single intervention fits all.

Each strategy must be tailored,
collaborative, and inclusive to be effective.

🤝 Success happens when leaders and
employees move together — not apart.

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**OD is not a one-time
project. It's a journey of
continuous learning,
reflection, and
improvement.**

