

THE 7 PHASES OF OD PROGRAMS

general OD model comprises six overlapping stages, including a final **KEYWORDS:** *Organization Development, Organizational Learning, Learning Organization. .. Page 7 programme (Cummings & Worley, ; McLean,).*

Additionally, Mohammed appears to be off and running on his own, not keeping the others apprised of progress nor keeping his information up to date on the SharePoint site. Perhaps because we have relatively little experience in renewing organizations, even very capable people often make at least one big error. Bad business results are both a blessing and a curse in the first phase. Even in this stage, there is a possibility that the team may revert back to another stage. They take ritualistic and tedious quarterly management meetings and turn them into exciting discussions of the transformation. The sooner the team leader addresses issues and helps the team move to a more effective way of working together, the more likely the project is to end successfully. Stage 4: Performing In the "performing" stage, teams are functioning at a very high level. They turn boring and unread company newsletters into lively articles about the vision. The team members are getting to know each other and have been discussing their personal lives outside of work - hobbies, family, etc. Incorporate the vision into routine discussions about business problems. I hope it provides some benefit to you. E-mail louisea cedar-plc. Because the guiding coalition includes members who are not part of senior management, it tends to operate outside of the normal hierarchy by definition. Usually these responses work at three levels - the individual, team and organisation - and all are geared to achieve high levels of organisational performance. It is also important to note that evolution is not a mechanical event, and organizations must actively seek out new solutions to the current crisis that are also suitable for the next stage of growth. Sandra has been given a very tight deadline to get this project completed. While there was some discussion around roles and responsibilities - with team members vying for "key" positions on the team - overall there was agreement on what needed to get done and who was responsible for particular components of the project. The End! You are asking members to be accountable, and to get things done on a regular basis. It reflects the management processes that drive the business model and determines organisational agility and flexibility.