Main Topic: The OD Process: Interventions
Subtopics:
- OD interventions
- Change management introduction

Relevant Course Objective(s): This week's material addresses Course Objectives (1) Evaluate definitions, theories, and models of corporate culture; (2) Identify the roles and relationships corporate culture has in organizational performance; (3) Use a systems perspective in analyzing organizational conditions; and (4) Evaluate theories and models for managing change in organizations.

Week 5 Learning Objectives:

At the end of this week, you should be able to:

1. Discuss how contingencies related to the change situation affect the design of effective OD interventions.
2. Explain how contingencies related to the target of change affect the design of effective OD interventions.
3. Identify key elements of successful change management.
4. Explore the processes of change associated with each element.

<div align="center">Discussion Week 5</div>

posts

This week, we have discussed several OD interventions, but those aren't the only ones available. For instance, Manning and Binzagr (1996) proposes participative design, open space and at least four others.

As an HR OD practitioner, how would you go about selecting the appropriate intervention to implement? And how would you evaluate whether or not the process was working?

Manning, M.R. & Binzagr, G.F. (1996). Methods, values, and assumptions underlying large group interventions intended to change whole systems. *International Journal of Organizational Analysis, 4*(3), 268-284.