Organizational Development Consulting
Organizational Development (OD): Systematic efforts to increase the long-term health and performance of an organization, while enriching the lives of its members. OD is a planned process of change in an organization’s culture through assessment, coaching, education, talent management, team-building and change management.
F&OD's Organizational Initiative

For the past several years, MSU has had access to organizational development consultations funded by the Office of the Provost. During this time of increasing budget constraints and organizational change, requests have begun to exceed capacity -making it time to rethink the entire process. In conjunction with the Provost's Office, F&OD is introducing a new and expanded set of organizational development consultation opportunities that will be available to MSU academic units. F&OD defines organizational development (OD) as systematic efforts to increase the long-term health and performance of an organization, while enriching the lives of its members.

These OD consultations are rooted in the belief that organizations are social systems with an organizational culture that influences the way people work and approach projects. The methodology employs planned change based on research and evidence to remove obstacles and make change easier. The ideal is an organization where continuous improvement is so integrated that it is not thought of as an initiative.

With input and funding from the Office of the Provost, F&OD has developed a new, expanded and more explicit process which we can 1) identify and integrate the OD expertise of our MSU colleagues across campus, 2) make these OD consultants available to academic units that request them on the basis of cost-sharing (50% funded by Provost's Office, 50% funded by the unit, and 3) provide easy access to information, coordination and evaluation of the process.

The organizational development consultation services fall into two categories:

- support for planning and facilitation of meetings and
- support for organizational change, strategic visioning, strategic planning, performance review, assessments, faculty and development discussions, environmental/departmental concerns and leadership development.

We are grateful to the Office of the Provost for support for this important initiative. We also wish to thank the department chairs, school directors, and OD consultants who worked with F&OD to develop the new process.

To request an OD consultation, or to share questions or comments, please contact leaders@msu.edu [2], or 517-355-5761.

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