

Your Solution For



Retention



Engagement

How to Get Started



Contact your **Human Resources Business Partner** to find out more

ORGANIZATIONAL EFFECTIVENESS STUDIES



The demands on agencies change over time and may require restructuring or reorganizing for the agency to operate at peak efficiency and effectiveness. Identifying the specific changes needed to reach these objectives can be complex and time consuming for busy leaders.

In an organizational effectiveness study, OD consultants can objectively examine whether the current structure and processes are functioning efficiently. They will also identify opportunities that may help the work unit function to its fullest potential. A wide range of factors may be assessed in a study, such as the organizational culture and climate, people and roles, and work processes.

A typical study is comprised of job analyses, reporting relationship and span of control analyses, data collection through confidential surveys and interviews, and leadership assessments. Recommendations based upon findings and ongoing support are both provided to the agency.