Organization Development Consulting

Contracting with Partner

Agreement

Discovery

Clear Picture

Analysis & Feedback

Decision to Act

Implementation

Build Commitment

Evaluation & Termination

End or Recontract

1. Contracting with Partner

Gain agreement on what the consultant and client expect from each other and how they are going to work together.

2. Discovery

- Identify the underlying dimensions of the problem.
- Utilize methods such as interviews, questionnaires, focus groups, review of documents, and observation.

3. Analysis & Feedback

- Understand the underlying issues.
- Synthesize and analyze the data.
- Make recommendations and design intervention.
- Determine next steps.

4. Implementation

- Determine specific roles.
- The client is the primary implementor.
- The consultant coaches and supports the client throughout implementation.

5. Evaluation & Termination

- Assess the effort's effectiveness.
- Assess how well the client and consultant worked together.
- Decide whether to end the engagement or recontract for further work.

To learn more, please visit Organizational Development Consulting