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*From*  
**Training & Development**  
*To*  
**Organizational Development**



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# Topics *Explored* Today

- **What is T&D? / What is OD?**
- **Typical work of T&D and OD**
- **Competency required to T&D vs. OD**
- **Transition from T&D to OD**
- **The challenges and right future of OD job**

# *Definitions for T&D and OD*

## **What is T&D?**

- Training deals with the design and delivery of workplace learning to improve performance
- Training is the teaching of vocational or practical and relates to specific useful skills
- Learning is the process of acquiring knowledge or skill through study, experience or teaching
- Development is a process in which something passes by degrees to a different stage

## **What is OD?**

An effort that is planned, organization wide, and managed from the top; it is intended to increase organization effectiveness and health through planned interventions

# How T&D *Dfiferent* From OD

Training is a short-term change effort to provide individuals with the knowledge, skills and attitude they need to perform their jobs better

OD focuses on developing the structures and systems within the organization to improve organizational effectiveness

Training focuses on the personal growth of individuals within organizations

OD activities focus on improving the work environment through planned, long-term, and group-oriented change in organizational structures or interpersonal relationships

# Key T&D Terms vs OD Terms

## Key Terms of T&D

- Needs analysis
- Program design
- Program delivery
- People development
- Performance improvement

## Key Terms of OD

- Consultant
- Client
- Client System
- Scope of Work
- Intervention

# Typical Work of T&D vs OD

## Typical Work of T&D

- ❑ Helping managers identify people skill gaps
- ❑ Providing solutions to close the gaps
- ❑ Transfer information and knowledge to employees
- ❑ Equip employees to translate the information and knowledge into practice to enhance organizational effectiveness, productivity, etc
- ❑ Evaluating results through people skills, behavior changes and performance improvement

## Typical Work of OD

- ❑ Coaching managers on their leadership effectiveness
- ❑ Helping teams / groups improve how they operate – team building
- ❑ Designing large group events
- ❑ Helping leaders and employees manage change
- ❑ Designing new organization structures

# Representitive OD Behaviors

- ❑ Applies a variety of methods to scan the environment and gather data, and uses this data to work with client leaders to determine the appropriate interventions
- ❑ Plans and anticipates the challenges of conducting OD interventions. Maintains awareness of personal beliefs, values and how these impact the work
- ❑ Applies a wide range of organizational development concepts, and frameworks across a range of audiences, situations, and cultures
- ❑ Designs and conducts interventions that span organizational, cultural and geographical boundaries, including very large groups
- ❑ Designs and conducts interventions in complex situations dealing with high-level organizational issues such as organizational design, culture change, large-scale change management, etc

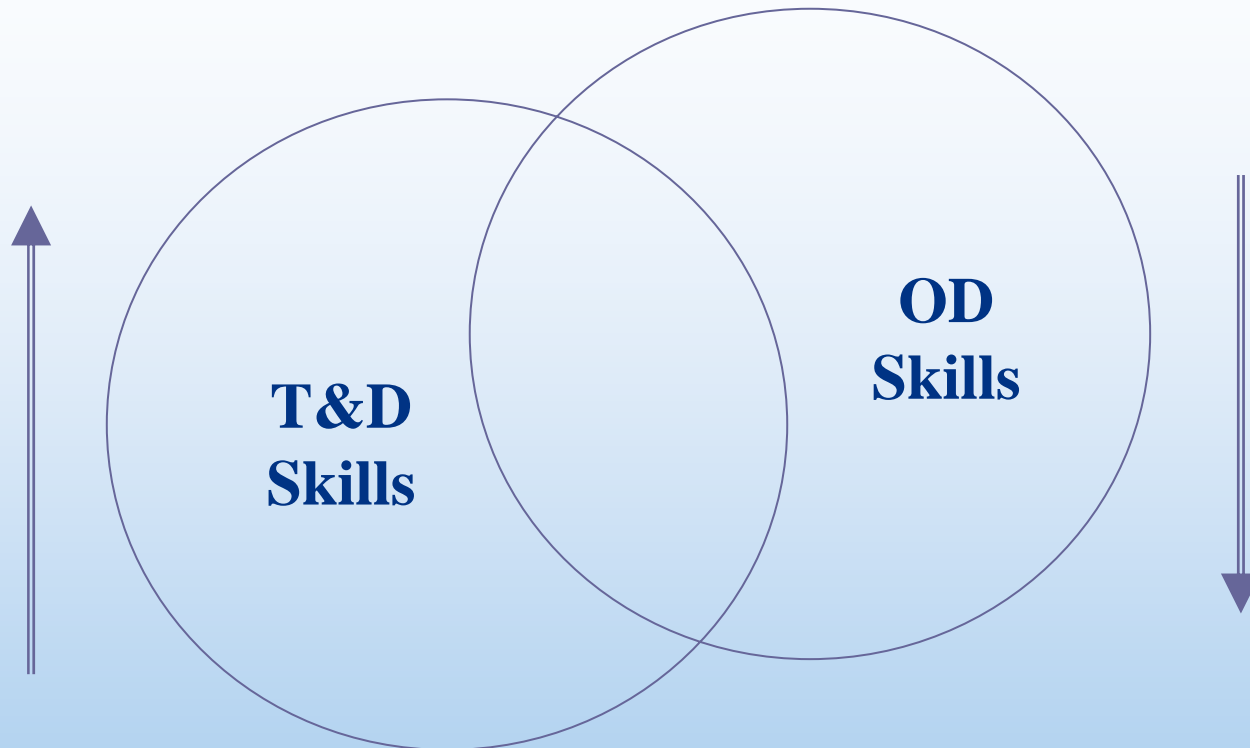
# T&D Ability VS OD Ability

## OD Ability:

- Tolerate Ambiguity
- Influence
- Confront difficult issues
- Support and nurture others
- The ability to listen and empathize
- Recognize one's own feelings and intuitions
- Conceptualize
- Discover and Mobilize human energy
- Teach or to create learning opportunities
- Maintain a sense of humor

**How many similarities compared with T&D Abilities?**

# Many Common Skills in T&D & OD



OD work is often a great deal of collaboration with the manager – there is joint ownership for resolving the problems and issues of the organization. The relationship and the work is more about consulting and advising leaders and groups

# *Transition From T&D to OD*

**Everything starts from an OD mind!**

then the skills, tools and processes

**What is OD mind?**

# *Transition From T&D to OD*

## **What is OD mind?**

- Challenge Status Quo
- Ethical Values
- Focus on Means and Ends
- Systems Thinking

# *Transition From T&D to OD*

## **Focus on Means and Ends**

- Purpose
- Strategy
- Technology
- Tasks
- Structure
- People
- Culture

# *Transition From T&D to OD*

## **Systems Thinking**

- Ability to see patterns and interrelationships of components, change, variables and forces in a system
- Ability to step out thinking from component-focused to across the boundaries of time, groups, functions, hierarchies and self

# Transition From T&D to OD

Where are we now?

Where we want to be?

How we get there?

What we achieve?

Where do you stand to  
help your organization?



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## The Challenges and Right Future of OD Job

**Change is a challenge and driving change is even more challenging.....**

**My view for OD challenges are:**

- Change focus to understand the organization in addition to the people**
- Influence both on the phases of decision making and implementing**
- Believe and confident about what you do**
- Mobilize and equip others**
- Our own OD skills**

## The Challenges and Right Future of OD Job

**OD as a field has a bright future**

**To win the changing and competitive market the corporate trends are converting more to OD professionals have to offer**

**OD is not only compatible but positioned to be in the mainstream**

***The future greatly depends on how we perform our job!***

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