# ORGANIZATION DEVELOPMENT STRATEGY:

**Five Phases to Designing and Implementing** 



## **ENTRY**

Exploring the problem, opportunities, or situation. Output is an engagement contract or project plan with expectations and agreement on scope.

## DIAGNOSIS

The fact-finding phase. A data collection process where information is gathered, analyzed, and reviewed.

## **FEEDBACK**

Exploring information for understanding, clarity, and accuracy. Output is an action plan that outlines the change solutions to be developed, and defined success indicators based on the information and data analysis.

## SOLUTION

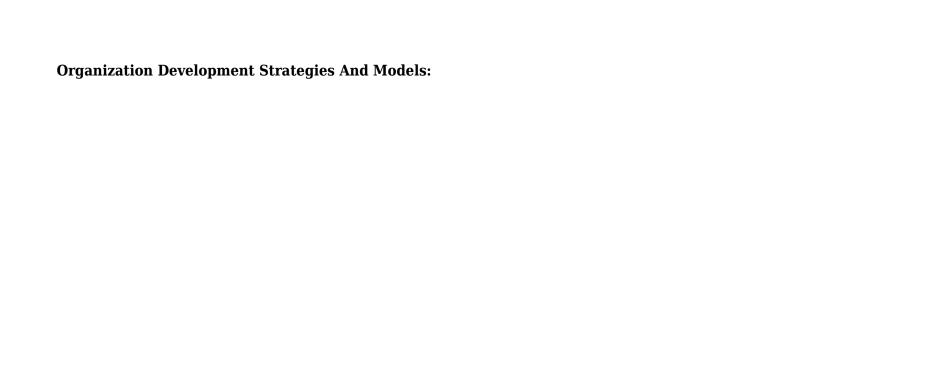
Correcting the problem, closing gaps, improving, or enhancing performance, or seizing opportunities. Output is a plan or suggested training course curriculum.

## **EVALUATION**

Collecting data to determine if the initiative is meeting goals and achieving defined success indicators. Output is an evaluation report with recommendations for continuous improvement.

## **Organization Development Strategies And Models**

**Emilie Sanchez** 



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