

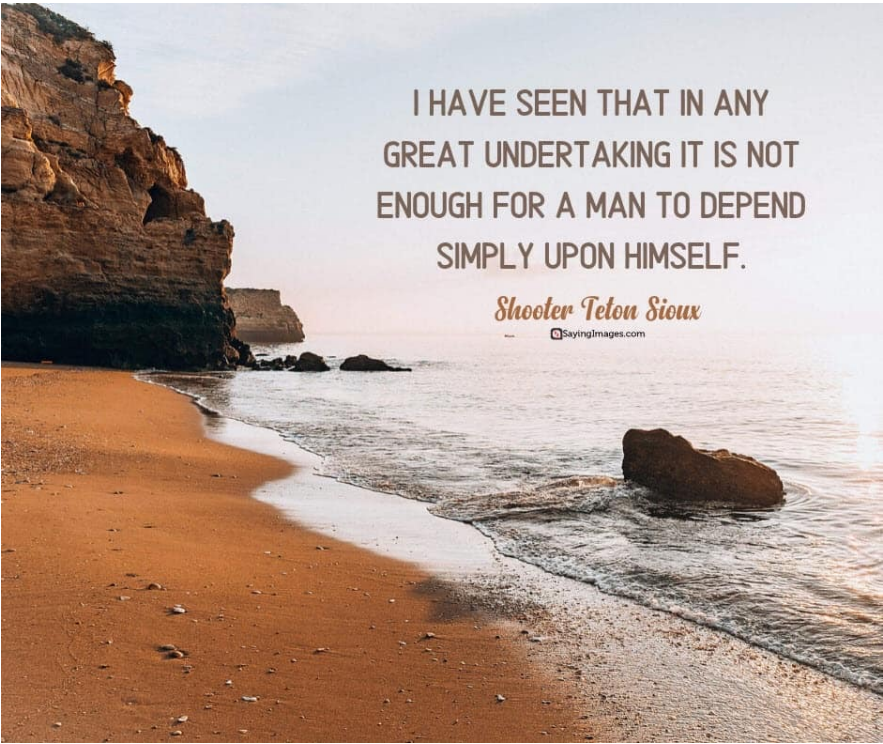
Organizational Development in Tribal TANF Programs

Glenn N. Basconcillo

GNB Consulting, Inc



Shooter Teton Sioux



Simon Sinek

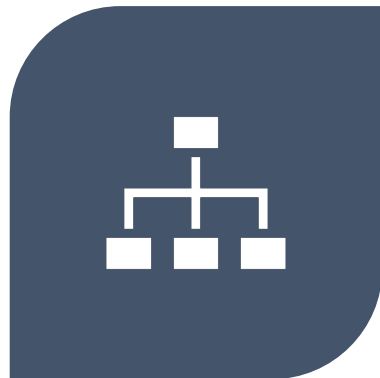
“

Passion alone can't cut it. For
passion to survive it needs
structure. A WHY without
HOW has little probability of
success.

—
SIMON SINEK

GRACIOUSQUOTES.COM

Introduction to Organizational Development (OD)



DEFINITION OF ORGANIZATIONAL
DEVELOPMENT



IMPORTANCE OF OD IN HUMAN
SERVICES

Benefits of Organizational Development



Improved Service
Delivery



Enhanced
Employee Morale



Better Adaptation
to Changes



Increased Efficiency
and Effectiveness

Steps in Steps in the Organizational Development Process



Assessment and Diagnosis:

Identifying Issues and Needs
Gathering Data through Surveys and Interviews



Planning:

Setting Goals and Objectives
Creating an Action Plan



Implementation:

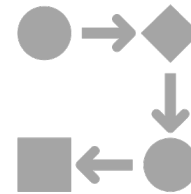
Rolling out Interventions and Initiatives
Monitoring Progress

Steps in the Organizational Development Process



Evaluation:

Measuring Outcomes against Goals
Identifying Areas for Improvement



Sustaining Change:

Integrating Changes into the Culture
Continuous Improvement

Key Concepts of Organizational Development



Change
Management



Employee
Engagement



Leadership
Development



Communication
Enhancement



Change Management Strategies

- Top-Down vs. Bottom-Up Approaches
- Communication Strategies
- Employee Involvement and Empowerment
-

Leadership Development

- Importance of Strong Leadership
- Leadership Training Programs
- Leading by Example in Service Delivery



Employee Engagement and Motivation



RECOGNITION AND REWARDS



PROFESSIONAL DEVELOPMENT
OPPORTUNITIES



WORK-LIFE BALANCE
INITIATIVES

Challenges in Implementing Organizational Development



RESISTANCE TO CHANGE



RESOURCE CONSTRAINTS



BALANCING SHORT-TERM
AND LONG-TERM GOALS

Best Practices for Sustainable Organizational Development



CONTINUOUS LEARNING
AND ADAPTATION



REGULAR FEEDBACK
AND EVALUATION



FLEXIBILITY IN
APPROACH

Case Study: Successful Organizational Development in Human Services



PROVIDE A REAL-WORLD EXAMPLE OF AN ORGANIZATION THAT EFFECTIVELY IMPLEMENTED OD STRATEGIES IN THE HUMAN SERVICES SECTOR.



HIGHLIGHT THE SPECIFIC STRATEGIES USED, CHALLENGES FACED, AND OUTCOMES ACHIEVED.

Contact Information

Glenn N. Basconcillo

GNB Consulting Inc.

661-477-1884

gbasconcillo@gnbcinc.com