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How to implement an effective Organizational Development Program

Establishing a committee

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No. 1

First, an organization should create a committee to oversee the program. This committee should be composed of representatives from different departments to provide diverse perspectives and ideas. It also helps distribute responsibility and accountability for the success of the plan and can ensure comprehensive change.



Setting future state

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No. 2

Second, successful organizational development programs aim for long-term, sustainable results and understand that change can be slow. The longer-term the program, the more effective it is likely to be. To achieve this, the organization should create a timeline with specific goals and steps and establish benchmarks for progress.



Train employees

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No. 3

Finally, good OD programs guide the people in the organization through change by fostering growth and development. The organization should train employees, provide resources, and use a variety of disciplines and tools for comprehensive change. Employees should also have opportunities for feedback and questions during the process.



Impact that matters.

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