

SEPTEMBER 2024

Alameda County Training & Education Center



SEPTEMBER NEWSLETTER



- SEPTEMBER CELEBRATIONS
- FEATURED COURSES
- WHAT IS ORGANIZATIONAL DEVELOPMENT (OD) SERVICES?

CONTACT US FOR MORE DETAILS



PHONE: (510) 272-6467 | EMAIL: ACLEARNING@ACGOV.ORG
WEBSITE: HRS.ALAMEDACOUNTYCA.GOV/TRAINING-EDUCATION-CENTER/

AN INTRODUCTION TO ORGANIZATIONAL DEVELOPMENT

One of TEC's core services is Organizational Development. Often we are asked, *What is Organizational Development?*

Organizational Development (OD) is a strategic investment in your organization's future. In today's rapidly evolving workforce, OD Services are critical to an organization's ability to thrive.

OD refers to the practice of planned, systemic change in the attitudes, beliefs, and values of employees for both individual and team growth. OD helps organizations become more agile and responsive to change, enhances employee engagement and productivity, and fosters innovation and creativity. By aligning organizational structures, processes, and culture with strategic objectives, OD services drive sustainable growth and long-term success.

Core Components of Organizational Development Services Include:

- 1. Assessment and Diagnosis** - The OD process begins with a thorough assessment of the current state of the organization. This involves collecting data through surveys, interviews, and observations to identify strengths, weaknesses, opportunities, and threats. The goal is to understand the organization's culture, structure, and processes, as well as employee satisfaction and engagement levels.
- 2. Strategic Planning** - Based on the assessment findings, OD professionals collaborate with leadership to develop a strategic plan. This plan outlines clear objectives, desired outcomes, and the steps needed to achieve them. It aligns organizational goals with the broader mission and vision, ensuring that every initiative supports overall business objectives.
- 3. Change Management** - Implementing change can be challenging. OD services include developing a comprehensive change management strategy to ensure smooth transitions. This involves communication plans, training programs, and support systems to help employees adapt to new processes and technologies. The focus is on minimizing resistance and fostering a positive attitude towards change.
- 4. Leadership Development** - Strong leadership is crucial for driving organizational success. OD services often include leadership development programs to enhance the skills and capabilities of current and future leaders. This may involve coaching, mentoring, workshops, and other training methods designed to build effective, inspirational leaders who can guide the organization through change and growth.
- 5. Team Building** - High-performing teams are the backbone of a successful organization. OD professionals facilitate team-building activities and workshops to improve collaboration, communication, and trust among team members. By addressing interpersonal dynamics and promoting a healthy work environment, these services help teams function more effectively and efficiently.
- 6. Process Improvement** - Streamlining processes and eliminating inefficiencies is a core aspect of OD. This can involve reengineering workflows, adopting new technologies, and implementing best practices. The goal is to enhance productivity, reduce costs, and improve overall organizational performance.
- 7. Culture Transformation** - A positive organizational culture is essential for employee satisfaction and retention. OD services help organizations cultivate a culture that aligns with their values and supports their strategic goals. This can include initiatives to enhance diversity and inclusion, promote work-life balance, and foster a sense of community and belonging.
- 8. Evaluation and Feedback** - Continuous improvement is a hallmark of effective OD. OD services include regular evaluation and feedback mechanisms to assess the impact of implemented changes. This helps organizations measure progress, identify areas for further improvement, and ensure that they are on track to achieve their goals.

In conclusion, whether you're a small or large team embracing OD can unlock your organization's full potential, paving the way for a brighter, more successful future. Reach out to TEC today to setup a needs assessment.



SEPTEMBER CELEBRATIONS

HAPPY LABOR DAY - Observed the first Monday in September, Labor Day is an annual celebration of the social and economic achievements of American workers. The holiday is rooted in the late nineteenth century, when labor activists pushed for a federal holiday to recognize the many contributions workers have made to America's strength, prosperity, and well-being.

September 11 National Day of Service and Remembrance. Also known as 9/11 Day - September 11th is a federally-recognized National Day of Service that happens in the United States on the anniversary of the September 11, 2001 terrorist attacks. The September 11 National Day of Service and Remembrance and Martin Luther King, Jr.'s birthday, are the only Days of Service officially recognized and established under federal law and Presidential Proclamation.

FEATURED TRAININGS

Effective Communication in a Remote Environment September 11th 1 PM to 4 PM

Learn key strategies for clear and concise communication within a virtual work environment, including active listening skills, email etiquette and virtual meeting guidelines.

Time Management and Productivity September 18 1 pm to 4 pm

This course equips participants with key strategies for effective Time Management such as Setting goals, prioritizing tasks, overcoming common productivity challenges in a remote setting, time-blocking techniques and methods to avoiding distractions.

Remote Collaboration and Project Management September 25 1 pm to 4 pm

In this interactive training, participants will learn core tools in project planning and task delegation within a remote environment to enhance collaborative work.

CONTACT US FOR MORE DETAILS

PHONE: 510 272-6467 | EMAIL: ACLEARNING@ACGOV.ORG

WEBSITE: HRS.ALAMEDACOUNTYCA.GOV/TRAINING-EDUCATION-CENTER/