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Your Organization Name Here

Organizational Development Plan

# Your Organization Name Here

Use the Organizational Development Plan to define the work elements for moving your organization forward from the bottom up. This is a high level explanation of how the Organizational Development Effort will work

# Sub Plan level – Improvement Effort Plans

## Plan Overview

| Mature Behavior: |  |
| --- | --- |
| Behavior: | *Process management* |
| Target Area | *Submitting a purchase order request* |
| Champion: | *John Doe* |
| Sponsor (you): | *Your name here* |

## Objective

*Work with the Champion to develop a clear (SMART) goal for the mature behavior. You are identifying the organizational improvement effort your champion will lead.*

## Stakeholder Analysis

*In this section you will identify the stakeholders, their WIIFM, and their roles in the organizational improvement effort*

### affected areas in the organization

*Describe the areas in the organization which will be directly affected by this effort. Also identify any areas which will need to participate to achieve the goal.*

### Major players

*Describe the individual stakeholders here. Include their level of passion for the improvement. Identify on the 5 point Passion Continuum.*

## Situation Analysis

*In this section you will identify the current situation. Are there non-cultural roadblocks to this effort? Is there resistance?*

### Roadblocks

*Describe the non-cultural roadblocks to this effort. Funding? Facilities? Resource issues?*

### heck No’s

*Describe any pockets of resistance you expect exist.*

### Current temperature

*Describe how ready and able you think the unit (or personnel) is to take on the change effort.*

## Process (How to get from current situation to the goal)

*Break down the goal into manageable pieces. Remember that you may need to identify how you will overcome obstacles or mitigate risks.*

### Goal breakdown

*List sub-goals, objectives, and tasks.*

### Measures of success

*Identify the measures of success for each goal*

## Call to Action

*Use this section to brainstorm possible “sales pitches” for the effort. How does it add value to the unit? How will you win over the stakeholders?*

### What is the desired outcome?

*How exactly will achieving the goal benefit the individual? How will it benefit the unit? How will it benefit the organization?*

## Project Plan

### required Resources

| Resource | Role | Estimated Effort or cost |
| --- | --- | --- |
|  |  |  |
|  |  |  |
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