

STUDENT ID _____

**ASSIGNMENT1
MGMT628/HRM628
SPRING SEMESTER 2009
DUE DATE: MARCH 31ST, 2009**

INSTRUCTIONS

Please read the following instructions carefully before attempting assignment:

- This assignment covers lesson No. **01 – 12**
- Last date for submission of assignment is 31st March 2009.
- Make sure that you upload the solution before due date. No solution will be accepted after the due date.

If you are unable to upload your solution file on VULMS then VU e-mail server can only be used to send attached file. E-mail received from any other e-mail server like yahoo, gmail, hotmail, etc shall not be entertained at any cost.

- Give the answer according to question, no credit will be awarded for irrelevant material.
- Don't rely only on handouts; use other reference books and research sources also.
- Plagiarism will be awarded ZERO.
- Cheating or copying of assignment is strictly prohibited; No credit will be given to copied solution.
- Once you have uploaded the assignment on LMS, it will not be replaced under any condition.
- Kindly mention your ID and Name in the assignment.
- Mention complete references of books, articles, website from where you have taken the information but organize that information in your own words.

QUESTION

To start your career as an OD practitioner or OD manager you need some competencies to be able to start practicing Organizational Development. Discuss those competencies. (Remember you are asked to start your career as a practitioner not a **SUCCESSFUL** practitioner)

SOLUTION

Managing the consulting process: the ability to enter contract, diagnosis, design appropriate interventions, implement those interventions, manage un-programmed events and evaluate change process

Analysis/diagnosis: the ability to conduct an inquiry in to system's effectiveness; the core skill is interpreted to include all systems- individual, group, organization and multi organization as well as the ability to understand and inquire in to one's self.

Designing/choosing appropriate, relevant interventions: understanding how to select, modify or design effective intervention that will move the organization from its current state to its desired future state.

Facilitation and process consultation: the ability to assist an individual or group towards a goal; the ability to conduct an inquiry into individual and group process such that the client system maintains ownership of the issue, increase its capacity for reflection on the consequences of its behaviors and actions and develops a sense of increased control and ability.

Developing client capability: the ability to conduct a change process in such a way that the client is more able to plan implement a successful change process in the future, using technologies of planned change in a value-based and ethical manner.

Evaluating organization change: the ability to design and implement a process to evaluate the impact and effects of change intervention, including control of alternative explanation and interpretation of performance outcome