

Organizational Development in Healthcare

By Lindsey Young

What is Organizational Development?



HealthCare Today: Under Pressure



Defining OD

A field of research, theory and practice dedicated to increasing the knowledge and utilization of organizational development as a means to improve organizational change and performance.



References

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Wright, 2012. *Organizational Development: A Practical Approach*. Harlow, UK: Pearson Education Limited.

Organizational Climate & Culture

Google: Perhaps our #1 on Best Employer list



What is Culture & Climate

According to Organizational Development Theory: Organizational Climate is the mood or personality of an organization.

Organizations' Culture is deeply seated norms, values and behaviors that members share.



Summary

Healthcare is in need of reform
Organizational Development can help address some of these needs
Addressing Culture & Climate can help address the healthcare's needs

Questions?



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Summary
Healthcare is in need of reform.
Organizational Development can help address some issues.
Applying Culture & Organization to solve the Healthcare problems.


Organizational Climate & Culture

Google, Pinterest.com #3 in Best Employer list



Defining OD

A formal research, theory, and practice discipline for applying the behavioral and organizational sciences to improve the performance of individuals, groups, and organizations.



References

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What is Organizational Development?



Healthcare Today Under Reform

Organizational Culture and the New Paradigm



Healthcare Today: Under Reform

Affordable Care Act and the *Iron Triangle*



What is Organizational Development?



You Tube

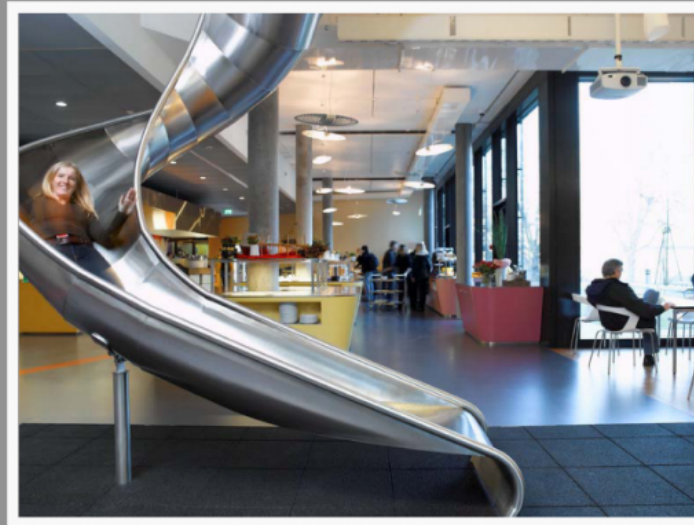
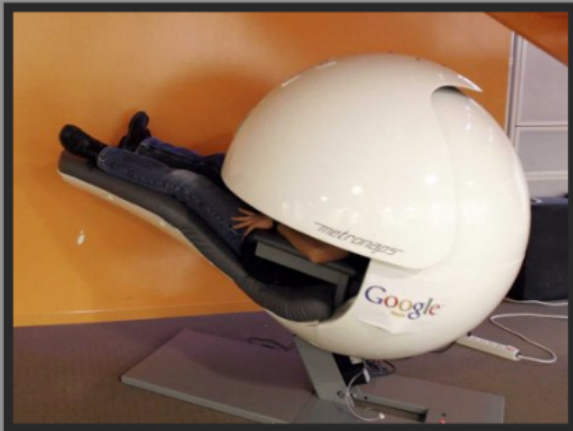
Defining OD

A field of research, theory, and practice dedicated to expanding the knowledge and effectiveness of people to accomplish more successful organizational change and performance.



Organizational Climate & Culture

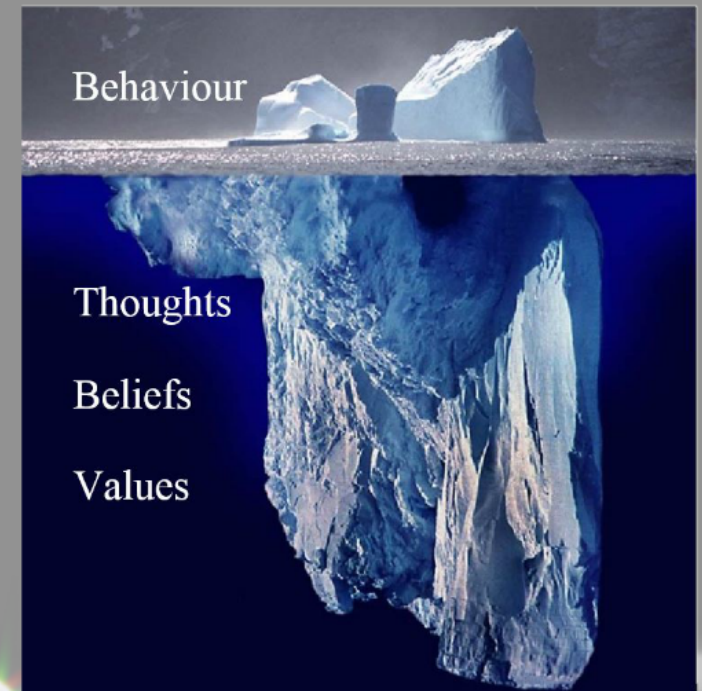
Google, Forbes.com #1 on *Best Employer* list



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Summary

Healthcare is in need of reform

Organizational Development can help answer some needs

Addressing Culture & Climate can revitalize the Healthcare workforce