

# ORGANIZATION DEVELOPMENT

**An OPD-Theory™ Executive one-day workshop guiding clarity in Executive thinking enabling better ideas that when applied build improved results for stakeholders and greater work life experience for people.**

**Equip senior executives to understand and apply the ideas that deliver greatest chance of greatest strategic success.**



**For maximum senior leadership development, recommend maximum a workshop every five month, beginning with the workshop applicable. Broadly in sequence: Team Leadership, Mind of the CEO, Time Budgeting, Modern HR, Rollout, Human Capital, Organizational Development.**

## The fundamental science

By our human nature we always have the choice of ideas we adopt<sup>1</sup>. There are many reasons why a person may select some ideas and not others. Ideas may be familiar, popular, require less effort, promoted by a person that is liked, best suits religious opinion, better suits prior psychological opinion, etc.

Science<sup>2</sup> is the social process of identifying the best ideas that offer the greatest opportunity to achieve the greatest result, according to tight ethical rules on theory, publication, and empirical research<sup>3</sup>. We refer to this process as choosing ideas based on REASON.

Human nature is the capacity to create ideas and apply them to manage the situation in which the person finds themselves<sup>4</sup>. The more the ideas describe and offer insight into the way the situation works<sup>5</sup> the more effective our management of that situation<sup>6</sup>.

We structure our mind, therefore we determine what we 'see' and what we do based on the ideas we choose to allow shape our very existence. We act according to what we 'see', therefore the ideas we allow as the structure of our mind determines what we do in life. And that includes our work life.

This workshop enables global leading insight into ideas that if applied will enable improved results and improved work life fulfilment for people.

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1 Little, Graham Richard, The Psychology of Freedom (September 1, 2016). Available at SSRN: <http://ssrn.com/abstract=2833671>

2 Little, Graham Richard, Redefining Science as the Social Extension of Human Nature: A New Intellectual Position Derived from the Proposition that We Can Only Interact with Perceptual Fields (November 27, 2016). Available at SSRN: <https://ssrn.com/abstract=2876338>

3 Masters of Business Thesis from Unitec: Sabarwal, Parwinder Kaur, <http://unitec.researchbank.ac.nz/handle/10652/2673>

4 Little, Graham Richard, The Origin of Consciousness (July 26, 2016). Institute of Theoretical and Applied Social Science, New Zealand, Sixth edition, March 2016. Available at SSRN: <http://ssrn.com/abstract=2814742>

5 Little, Graham Richard, Through the Glass Darkly (July 19, 2016). Available at SSRN: <http://ssrn.com/abstract=2811861>

<sup>6</sup> The ideas we use to manage any situation is called our game plan. Improved game plans effectively applied the greater our success.



## OPD-theory<sup>TM7</sup> workshops

The OPD-theory<sup>TM</sup> competitive advantage is *better science* → *better technology* → *when applied produces better results*. Hence all workshops are grounded on the science of people, and the ideas and understanding resulting from that on how to best design and operate organization that enable the best result for all. All courses suited to organizations from two people to 2 or more million. Size much less important than learning how to align minds to a common end (the strategy).

## The Organization Development<sup>8</sup> one-day workshop

*Why bother?*

Assume sales of \$1000, cost of \$920. Profits 8%. Assume sales improved 3%, and costs reduced 3%. What is the increase in profits?

Sales	\$1000	+3%	\$1030.0
Costs	\$920	-3%	\$921.85
EBIT	\$80		\$108.15

Accounting for cost of extra sales.  $[0.92 - (0.92*0.3)] * 1030 = 921.85$

A 35% increase in profits. People working smarter not harder.

*Reflective questions<sup>9</sup>*

**This workshop provides an executive overview of enterprise wide organization development via aligning of minds with strategy. Ideally, delegates would have participated in two previous workshops in the series, for example, The Mind of the CEO, and Modern HR and be familiar with the fundamental science and technology.**

- We manage circumstances via the ideas we choose to apply. Therefore, the key to strategic success is to have every mind focused on the actions that enable that person make the greatest contribution to strategic success.

<sup>7</sup> The TM is not registered, but indicates the organization understanding derived from the general theory of psychology, refer footnote 4.

<sup>8</sup> Based on the book: Little, Graham Richard, Executive Pocket Guidebook (December 12, 2016). Available at SSRN: <https://ssrn.com/abstract=2883985>

<sup>9</sup> Little, Graham Richard, People are the Greatest Organization Asset, But If and Only If... (April 11, 2017). Available at SSRN: <https://ssrn.com/abstract=2951430>



- **Management:** The activity of preparing on paper the behavioural structure of the strategy. Quality of management measured in the leadership judgment, reflecting the quality of the standing human capital.
- **Leadership:** Interacting with people such they agree to commit to their own work-life success, and agree the role specification in the job that accept when enacted to standard offers greatest chance of greatest work-life success. Leadership effectiveness measured in the quality of the dynamic human capital.
- **The executive aims:** (1) Within an accounting period, dynamic human capital 100% congruent with standing human capital. (2) Standing human capital reviewed and improved at least at the start of each accounting period.

*Summary of Organization Development workshop*

**Delegates:** Senior executives responsible for enterprise success.

**Pre-requisites:** In or about to occupy a senior executive position in an executive team responsible for enterprise success.

**Duration:** 4x1.5 hours sessions. Best conducted as a single day, 8-hour workshop.

**Pre-reading:** None.

**Materials:** Hard backed, print reference copy of the book *The Executive Pocket Guidebook*. Distributed prior as PDF. Agenda. Notepad.

**Breaks:** Lunch, am and pm teas provided.

**Aim:** Equip senior executives to understand and apply the ideas that deliver greatest chance of greatest strategic success.

**Facilitation philosophy:** *“I cannot teach anybody anything. I can only make them think”*. Socrates. Small teams, each group to agree its position on each question. 40 minutes to draft the answers for discussion. Then a 50-minute plenary discussion on the questions. There are 8-12 questions in each session. It is busy, intense, focused. Delegates will come away tired. But energised, equipped, determined.

*Workshop agenda*

**Session 1:** Organization design and set up of the human capital management (HCM) system.

**Session 2:** Cultural alignment.

**Session 3:** Building responsiveness, innovation and graciousness.

**Session 4:** Applying the insights to improve performance.

**Results.** Key issues in applying the ideas. Dealing with resistance, managing the changes. Building the performance culture. Team development. Talent management. Projecting the level of results.

**Discuss fees with the local distributor.**

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