

TD CONSULTING GROUP's approach to Organizational Development Consultation is based on over 25 years experience in the field of human resources. Our approach is collaborative and results-oriented. Our ultimate goal is to clearly define the organization's major organizational development challenges and prepare initial recommendations for action.

In order to do this, we need a comprehensive understanding of the landscape, players, and history. Our best work will be done with organizations that have a clear, valid strategy. We will be looking to develop Pietersen's competencies of adaptive organizations¹:

- Insight – They generate superior insights into the changing environment.
- Focus – They act on these insights to make the best choices, thus creating an intense focus on the right things.
- Alignment – They align and energize the organization behind their chosen strategy.
- Execution – They execute better and faster than their competitors.
- Renewal – They do these things repeatedly, thus creating a process of ongoing renewal.

We work hand in hand with our clients throughout the process which includes:

- Data Gathering
- Assessment
- Project Planning
- Implementation
- Evaluation

DATA GATHERING

Data gathering includes in-depth interviews with the organization's senior executives, review of 360° performance data, strategic plan, annual goals, leadership competencies, internal surveys, customer input, etc.

ASSESSMENT

We then analyze all the data collected, define the organizational challenge(s), and prepare an initial recommendation for actions.

PROJECT PLANNING

Working in collaboration with our client, we develop a project work plan including deliverables and due dates.

IMPLEMENTATION

Project implementation is unique to each project. We bring a unique blend of results orientation, business savvy, and authenticity to our work.

EVALUATION

We work with our clients to constantly evaluate the work being done, identify successes and obstacles, and modify the project plan, as appropriate.

¹ Pieterseon, Willie. *Reinventing Strategy*, John Wiley & Sons, New York, 2002