

Session 10 - Future of OD

In this session you will learn:

- To explore the trends affecting how OD is likely to be practiced in the future
- To explore how OD is likely to change in the future

Trends Affecting OD Practice

- Traditional Trends
 - Wealth is becoming more concentrated
 - Economy is more globalized
 - Ideologies are shifting from consumption to coexistence and ecological sustainability
- Pragmatic Trends
 - Workforce is becoming older, more diverse, more educated
 - Shift toward contingent employment & change in psychological contract
 - No careers
- Scholarly Trends
 - Emphasis on values of understanding, prediction, and control
 - Search for variables that explain change and effectiveness
- Organization Development Will...
 - *Have more conflict in the short term*
 - *Be more integrated in the long term*

The Future of OD

- More embedded in the organization's culture
- More technologically enabled
- Shorter OD cycle times
- More interdisciplinary
- More diverse client organizations
- More cross-cultural
- Greater focus on ecological sustainability