The Future Trends of Organization Development

Organization Development Fundamentals:
Managing Strategic Change

March 2, 2015

This event will begin at 2:00pm U.S. Eastern time

ABOUT THE PRESENTERS
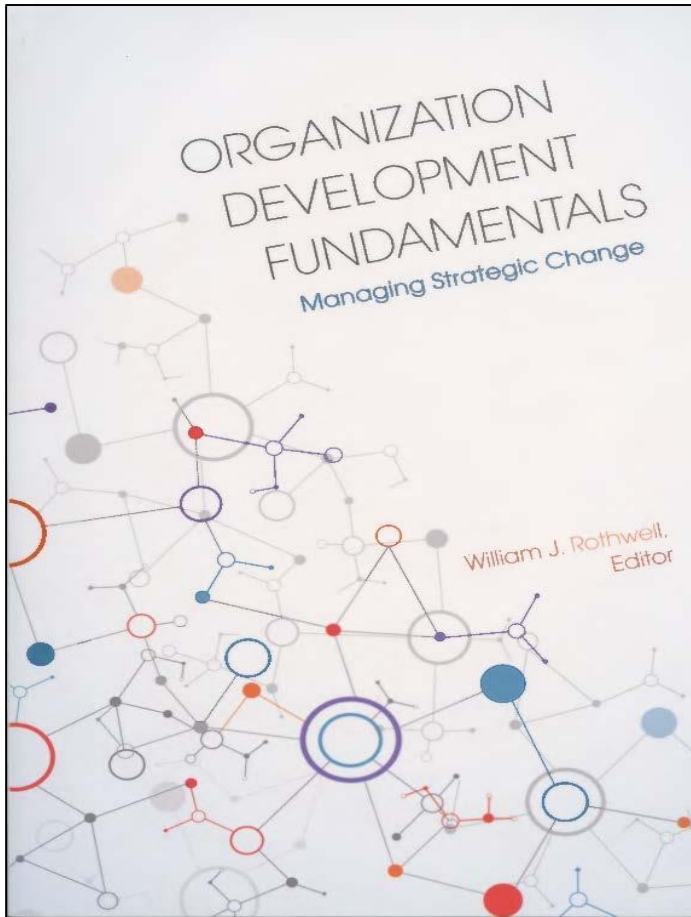
Catherine Haynes, MS, GCDF

Aileen G. Zaballero, MS, CPLP

William J. Rothwell, Ph.D., SPHR, CPLP Fellow

ABOUT THE BOOK

The book relevant to this session:

Editor:
- William J. Rothwell

Authors in the book include:
- Cavil S. Anderson
- Cynthia M. Corn
- Catherine Haynes
- Cho Hyun Park
- Aileen G. Zabellero

Prelude

As OD practitioners, can we predict how or why employees leave? Where is the OD field going? What will it look like five or ten years from now?

Overview

The previous webcast introduced OD fundamentals as a means by which to manage strategic change successfully.

(Link) http://webcasts.td.org/webinar/1442

Our focus today will be to address the trends that businesses and practitioners may face in the future and provide a framework so an OD practitioner can stay ahead of these trends.

OD Field

Framework

Addresses Future Trends using the following framework:

- ✓ **Meaning** of the trend
- ✓ **Cause** of the trend
- ✓ **Consequences** of the trend
- ✓ **Action**s to address the trend
- ✓ **Competencies** to develop

Quick Poll

WebEx Polling options:

- Rate of Change
- Generation Z for internships
- Millennials in leadership roles
- Skills gap widen
- Job hopping picks up
- Mobile recruiting
- Social media to retain and recruit
- Succession planning top priority
- Women seize power positions
- Less traditional career paths
- Self Managed/Self Directed teams
- Whole system transformation
- Resource scarcity and climate change

- Workforce analytics
- Gamification
- Employee retention
- On-demand hiring
- Government regulations
- Need for technology skills
- Remote workers
- Emphasis on work-life balance
- Technological breakthroughs
- Shift in global economic power
- Globalization
- Rapid urbanization
- OTHER _____

Forbes

10 workplace trends for 2015 (2014, Oct 29):

1. Generation Z for internships
2. Millennials in leadership roles
3. Honesty revered leadership trait
4. Skills gap widen
5. Job hopping picks up
6. Mobile recruiting
7. Social media used to attract and retain
8. Succession planning top priority
9. Women seize power positions
10. Less traditional career paths

Source: Schawbel, D. (2014, October, 29). 10 workplace trends for 2015. *Forbes.* Retrieved from http://www.forbes.com/sites/danschawbel/2014/10/29/the-top-10-workplace-trends-for-2015/

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10 workplace trends for 2015 (2014, Nov 13):

1. Workforce analytics
2. Mobile hiring
3. Gamification
4. Skills gap widen
5. Millennials into leadership
6. Social Media
7. Employee retention
8. Succession planning
9. On-demand hiring
10. High school internships

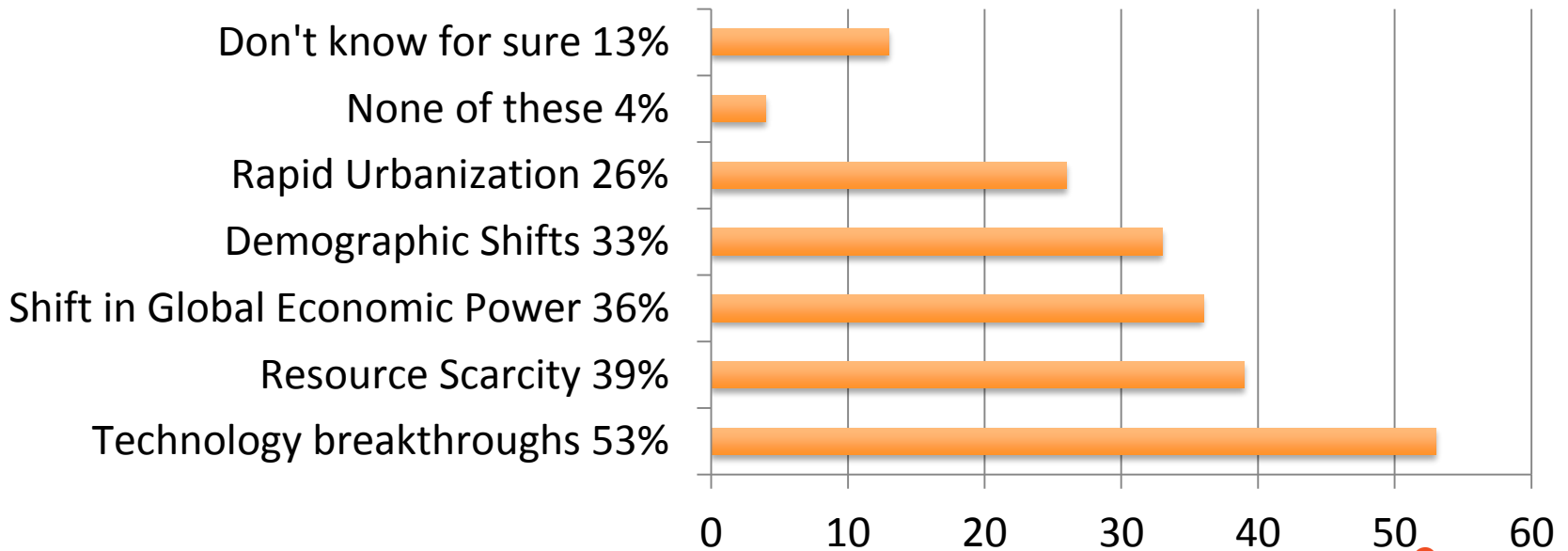Source:Denman, T. (2014, November 13). Top 10 workplace trends for 2015. *Retail Info Systems News (RIS)*. Retrieved from http://risnews.edgl.com/retail-news/Top-10-Workforce-Trends-for-201596588

PwC

The future of work: A journey to 2022 (2014)

Survey of 10,000 members based in China, Germany, India, UK and the US:

What will transform the way people work over the next 5-10 years?
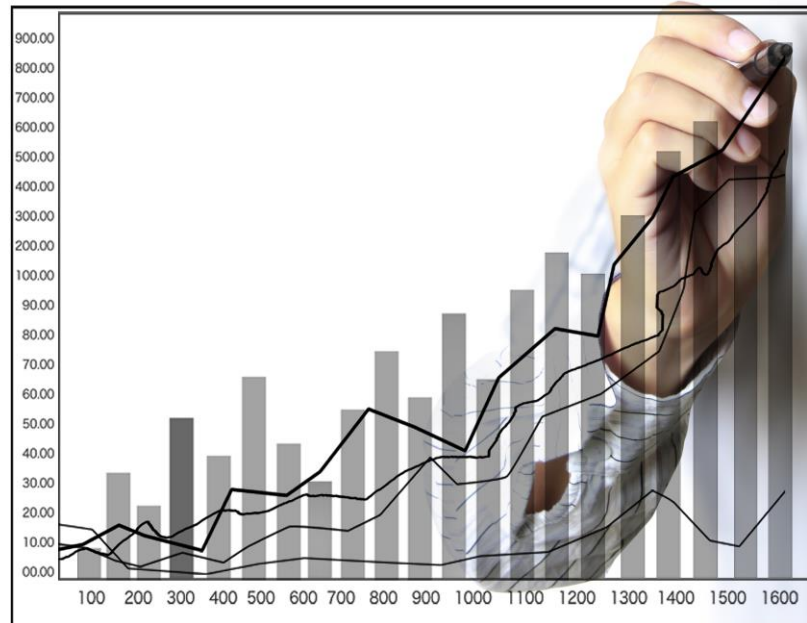
Today's Poll

Framework for Discussion

✓ **Meaning** of the trend

✓ **Cause** of the trend

✓ **Consequences** of the trend

✓ **Action**s to address the trend

✓ **Competencies** to develop

Meaning
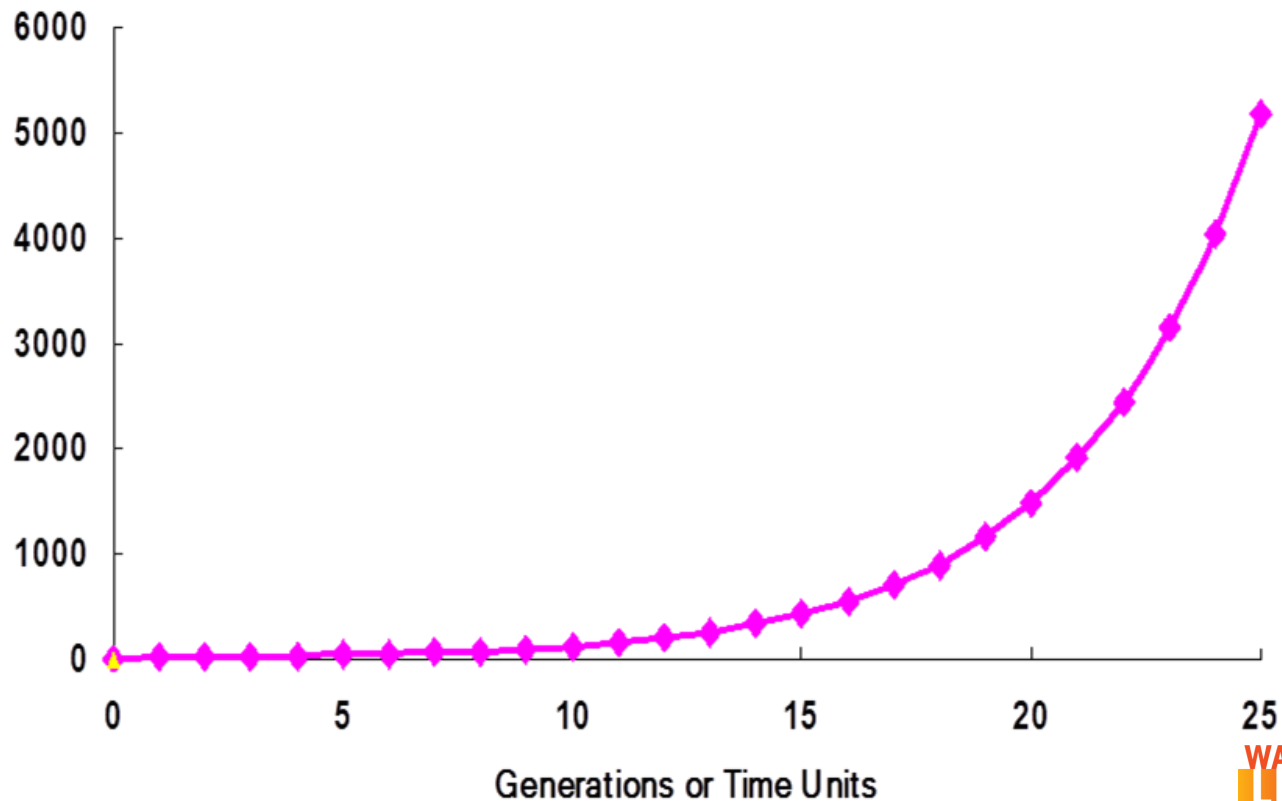# Accelerated Change

The rate of technological progress suggest a more profound change in the future

Cause

Accelerated Change

Exponential Growth

Consequences
Accelerated Change

- ✓ Increase competition
- ✓ Level the playing field
- ✓ Unidentified problems
- ✓ Unknown solutions
- ✓ Drive for innovation
- ✓ Need for adaptability

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Actions
Accelerated Change

Organizations must be able to adapt to the new demands of their employees, stakeholders, and customers if they want to stay relevant in the marketplace.

Competencies

Accelerated Change

- ✓ Leadership
- ✓ Stakeholder management
- ✓ Planning
- ✓ Team Selection/Team development
- ✓ Communication
- ✓ Decision-making and problem solving
- ✓ Cultural awareness
- ✓ Project management skills

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Recapitulation

- ✓ Reflect on current conditions in OD
- ✓ Compare predictions about the future with other professionals
- ✓ Review existing literature about emerging trends
- ✓ Discuss how to prepare for the future
- ✓ Brainstorm how OD can support future challenges

References

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More Information

For more information on OD, see information about the all-online MPS in ODC at Penn State:
http://www.worldcampus.psu.edu/degrees-and-certificates/organization-development-change-masters/overview

See also information about OD residentially at the Ph.D. level:
http://www.ed.psu.edu/lps/workforce-ed

THANK YOU!

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