



Helping you develop the organization of your dreams!

Business consulting or Organizational Development consultation

Understanding how Business Consulting and Organizational Development Consulting differ

Danielle Lord, PhD ©
Archetype Learning Solutions

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INTRODUCTION

Understanding the difference between traditional business consulting and organizational development consulting is key to best selecting a consultation partner who can help you with your specific needs. This white paper will outline the differences between the two so you can make the best decision to help grow your organization.

The Society of Organizational Development professionals informs us that OD practitioners are experts in change management. While change management is certainly an important part of our work, I do not believe it tells the entire story about our work.

Here are two ways that OD practitioners work in change management:

- 1) We help organizations or businesses manage large-scale organizational change. This might include a corporate merger, a business restructuring, a new computer system. We do have a separate white paper on change management in our white paper library.
- 2) Change management might also show up in terms of personal need as your team members experience in new team dynamics, conflict resolution, and even leadership development. Most OD practitioners have experience working with people as they navigate through new behaviors and information.



PRODUCT/SERVICE/METHODOLOGY

We do so much more than change management, however! We can also provide support in the areas of:

- Employee engagement,
- Organizational learning,
- Instructional design, curricula development, & learning evaluation,
- Professional growth and development,
- Professional pathways or pipelines,
- Leadership development,
- Succession planning,
- Conflict management and resolution,
- Executive retreats and facilitation,
- Leadership competency development,
- Organizational values alignment,
- Executive Coaching,
- Organizational culture.

“My role is to fix your organization. Fixing yourself is great, but if your organization is still encumbered by broken processes or shadow leaders you’ve only addressed one small part of the problem”

KEY FINDINGS

Key Findings #1



Your business is a whole system, and we help connect all of your functional business operations.

Key Findings #2



Developing people-centered strategies that help you attract great people, train so your organization can learn together, all to retain top talent!

Key Findings #3



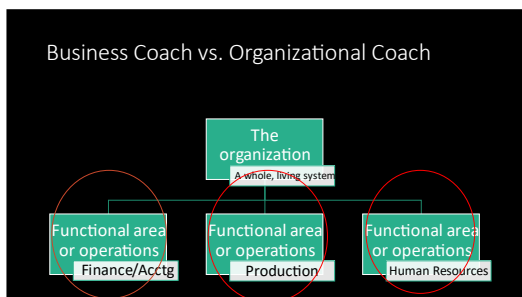
Improve communication, reduce non-functional conflict, and improve team member commitment (Employee engagement).

VISUAL DATA



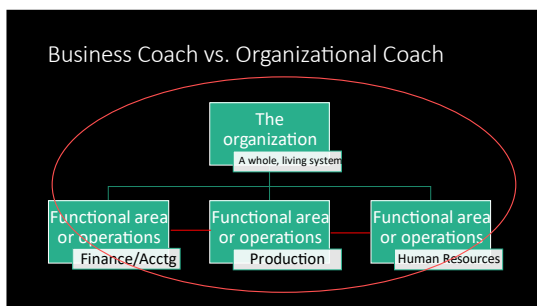
Understanding the difference between business consultants and organizational development consultants:

Great Business Consultants help you make money.



Most business coaches or consultants are designed to make you money, which is a great thing, that's why you're in business! However, your functional areas are often set up as individual micro-organizations within your business. The challenge is that they often operate in isolation of the other important operations.

Great Organizational Development Consultants help you save money.



Organizational Development practitioners see your organization as a whole living system. We help connect the important functions within your operational areas, like:

- Communication,
- Policies & procedures,
- Standardized forms, tools, & practices,
- Understand and correct bottlenecks, redundancies, & organizational frustrations!

We provide a connection point between your functional areas that threads important connections to prevent organizational silos. You can find specifics about this in the Organizational Design White Paper.



CONCLUSION

Understanding the difference between business consultants and organizational development consultants is key to knowing how each can bring fantastic benefits and opportunities for your business. Both offer solutions designed to save and make you financially successful.

Begin with an organizational development to structure your organization as a whole system from the beginning. The other advantage to doing this work ahead of time means that you'll have less change management over time. Then work with a business consultant to maximize your operational areas!

Key Takeaways

Your business is a whole system, and we help connect all of your functional business operations

- 1) Your business is a whole system, and we help connect all of your functional business operations.
- 2) Developing people-centered strategies that help you attract great people, train so your organization can learn together, all to retain top talent!
- 3) Improve communication, reduce non-functional conflict, and improve team member commitment (Employee engagement).

Be sure to check the Archetype Learning Solutions library. We cover most of the topics addressed in this white paper in much more detail. <https://www.archetypelearningsolutions.com/general-7>