

# ORGANIZATIONAL DEVELOPMENT

Pinellas County Human Resources offers Organizational Development (OD) services to partner with you in building trust, solving problems and removing barriers to help your teams accomplish their goals. Organizational Development is a planned process of developing teams, departments and organizations to be more effective in achieving goals. OD focuses on developing systems, structures, and processes within the organization. See examples of our services below.

## Strategic Planning and Goal Setting

Leaders can utilize our services to facilitate strategic planning and goal setting. During this facilitated process, we can help teams identify the necessary elements that create a meaningful plan that is owned by all the members of the team.

## Change Management

Our expertise lies in assisting leaders in thinking through the business process and human impact of planned changes. Working in partnership, we can develop a strategy to communicate and implement all phases of the change effort.

## Process Improvement & Redesign

Utilizing a structured method, we can assist you and your team in evaluating and analyzing your current processes with the goal of developing improvements that result in cost and time savings.

## Group Problem Solving

Realizing that teams are more effective than individuals in finding solutions for new and emerging problems, we can assist you in developing new and collaborative approaches in creating innovative solutions.

## New Leader Transition Workshop

When a senior manager is new to an organization or work unit, expectations and concerns of the manager and their direct reports need to be addressed to foster communication and rapport. This workshop provides a new leader with a clear picture of their organization and helps them get acquainted with their team.

## Team Alignment and Development

When a leader contacts us about team building, we can partner in assessing the needs, current state and future desired state for the team. Through a facilitated strategic process, we can help you create increased engagement, team alignment and high performance.

## Competency Development

We can help teams/departments identify the competencies that are needed for success today and in the future. Through a facilitated process, we can assist leaders in identifying what is required for the position including technical ability, leadership, team skills, values, cultural fit and other characteristics.

*To request the assistance of Organizational Development services, contact:*

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