

ON INTERVENTION

Intervention is the primary tool of Organizational Development, which in turn is the planned and systematic introduction of change into an organization.

Intervenors may:

- Facilitate teams of people through work sessions ranging from business planning to risk assessments, to consensus seeking on contentious issues;
- Act as moderators to bring about large group consensus, especially for bridging gaps between parties with diverging groups;
- Act as neutral third parties in gathering information about the organization;
- Provide training to target groups of learners aimed at making a change in the culture of an organization;
- Act as process consultants to guide the organization in understanding, defining, mapping and integrating its management processes.

In addition, intervenors will need to:

- Design the underlying processes necessary to support facilitated or moderated sessions, training events, or interventions;
- Provide mentoring or coaching to those who are playing pivotal roles in bringing about change in the organization through their own interventions;
- Provide process advice as needed and in support of change interventions in the organization.

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