

# Organization Development

*Organization Development is a planned organization-wide effort to increase an organization's effectiveness and viability...*

**W**e help you develop the capacity of your organization to most efficiently and effectively achieve its goals in a sustainable way. Typical focus areas include:

- Achieve positive organizational renewal
- Align organizational energy with strategic and operational goals
- Increase organizational capacity
- Enhance organizational resilience and agility
- Improve organizational and employee wellness
- Facilitate learning and development

## Features

- An approach that emphasizes dialogue, analysis and reflection leading to a workable plan
- A plan that engages all participants and makes them investors in success
- A focus on capacity building so that results can be effectively used and sustained over time

## Benefits

- Clarity of direction and alignment with your goals
- A resilient and agile organization able to meet the challenge of a constantly changing world
- An organization that is greater than the sum of its parts

**You can expect to experience each of the following when you involve Beacon for Change:**

- **Advice you can count on**  
We only engage highly qualified consultants for the job. Our approach is honesty first, even when it's a hard message to deliver.
- **Results you can bank on**  
By ensuring that the right people, processes, and tools are in place, you are assured of a higher return on your investment.
- **A friend you can lean on**  
We are committed to your success, regardless of the challenges you may face in defining and achieving your goals.



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