

# Our OD Consulting Services ...

## STRATEGIC PLANNING

Develop strategic plans through an inclusive process that creates a clear vision, mission and roadmap to achievable goals and measurable outcomes.

## TALENT MANAGEMENT

Apply tools, strategies, and best practices in workforce planning, performance development, succession planning and career planning to engage, develop and recognize MIT's diverse staff.

## CHANGE MANAGEMENT

Apply a structured approach to enable leaders and groups to plan, implement and communicate significant changes in direction, scope, funding, size, leadership or commitments.

## TEAM AND ORGANIZATIONAL EFFECTIVENESS

Develop high-performing teams and organizations through goal, role and process clarity, group operating norms, early conflict resolution, building accountability and trust and leveraging diverse perspectives and talents.

## CULTURE DEVELOPMENT

Build and sustain a culture that supports organizational strategy, shaped by a set of shared core values and guiding principles for everyday decision-making, actions and behaviors.

## MANAGEMENT AND LEADERSHIP DEVELOPMENT

Apply inclusive management and leadership practices, tools and approaches to enable exemplary leadership and organizational success.

# Our Solutions ...

## CONSULTATION

Determine desired outcomes, best options for providing service, deliverables, timeline and measures of success

## COACHING

Defined scope for one-on-one and team coaching to support leadership and organizational effectiveness

## OD ENGAGEMENT

Delivery of organization development services supporting MIT's DLCs and teams in achieving actionable results based on a clear set of goals

## REFERRAL

Referral to internal or external consultants and resources

## LEARNING SOLUTION

Recommendation for a wide range of in-person and self-directed learning options

To learn more about MIT HR's OD consulting services or to initiate a consultation, please email [tdrequests@mit.edu](mailto:tdrequests@mit.edu).

