Session 10 - Future of OD

In this session you will learn:

- To explore the trends affecting how OD is likely to be practiced in the future
- To explore how OD is likely to change in the future

**Trends Affecting OD Practice**

- **Traditional Trends**
  - Wealth is becoming more concentrated
  - Economy is more globalized
  - Ideologies are shifting from consumption to coexistence and ecological sustainability
- **Pragmatic Trends**
  - Workforce is becoming older, more diverse, more educated
  - Shift toward contingent employment & change in psychological contract
  - No careers
- **Scholarly Trends**
  - Emphasis on values of understanding, prediction, and control
  - Search for variables that explain change and effectiveness
- **Organization Development Will…**
  - Have more conflict in the short term
  - Be more integrated in the long term

**The Future of OD**

- More embedded in the organization’s culture
- More technologically enabled
- Shorter OD cycle times
- More interdisciplinary
- More diverse client organizations
- More cross-cultural
- Greater focus on ecological sustainability