

SPICING IT UP: INFUSING EVALUATION PRACTICE WITH ORGANIZATIONAL DEVELOPMENT CONCEPTS

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**EASTERN EVALUATION
AND RESEARCH SOCIETY**

ANNUAL CONFERENCE

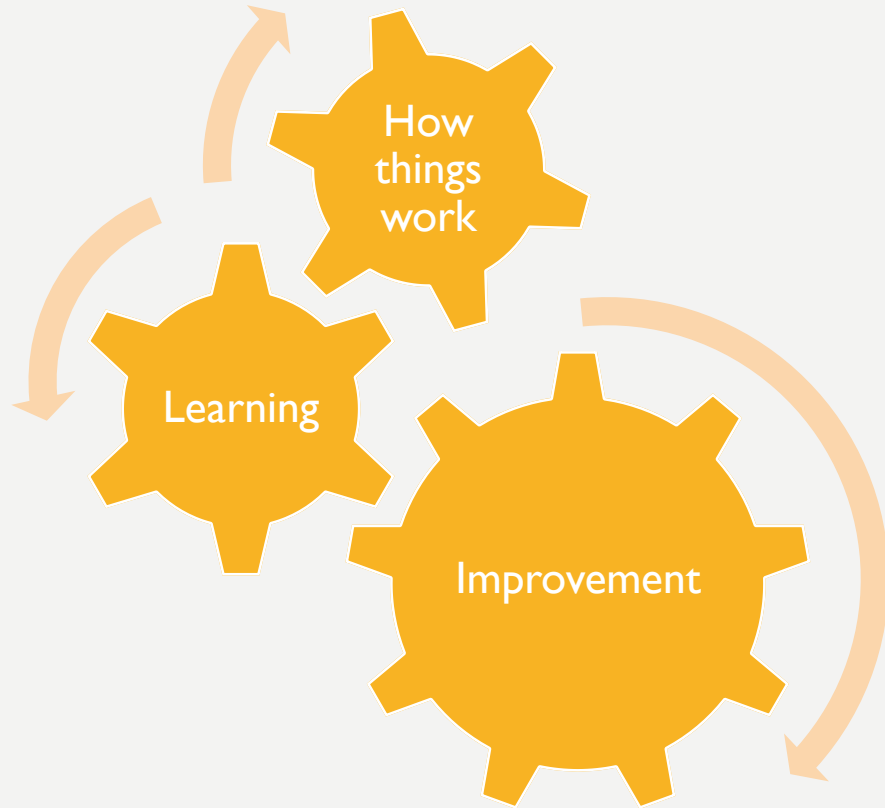
APRIL 3, 2017

MY INSPIRATION

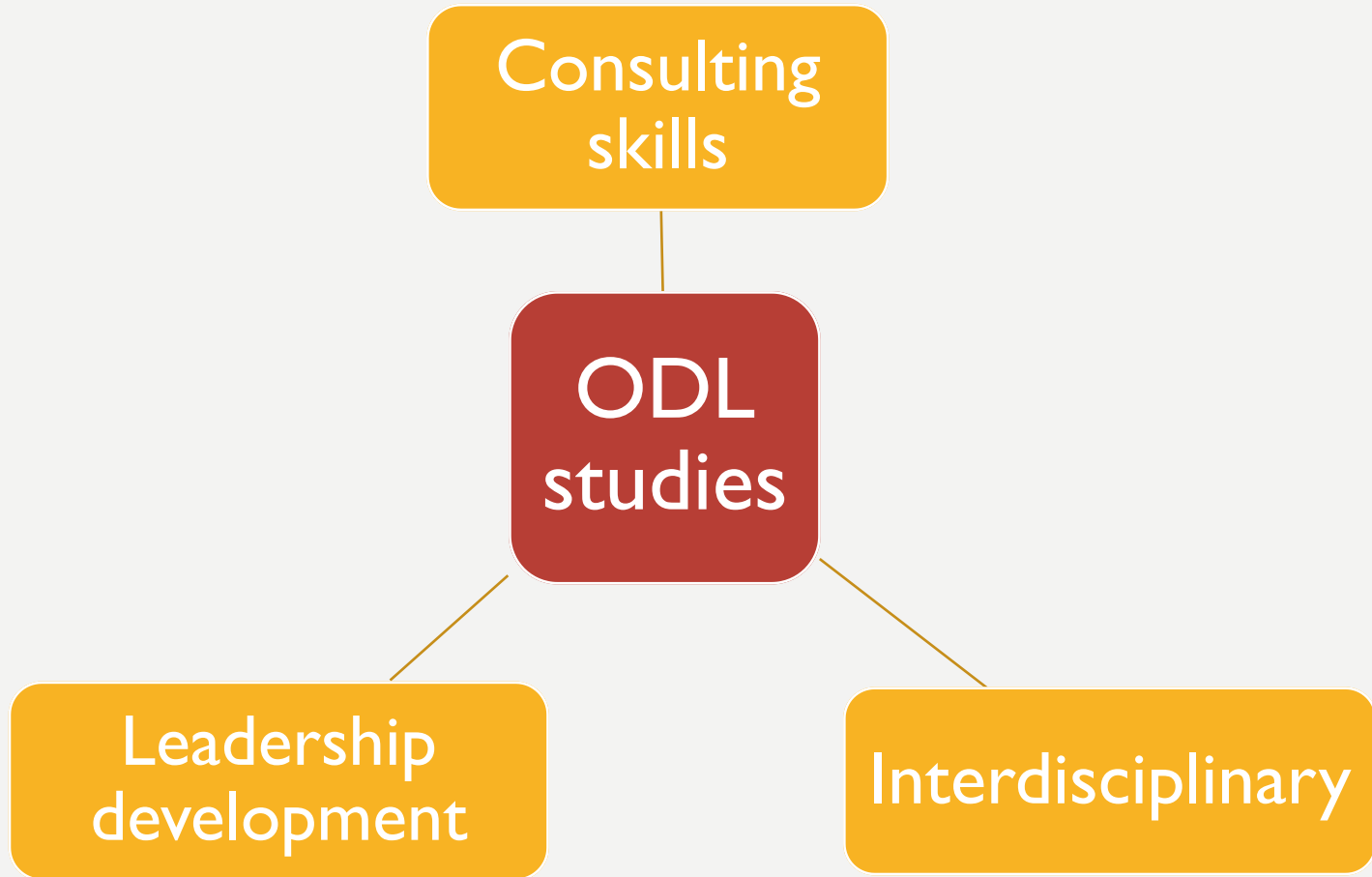
Evaluation practice



OD studies



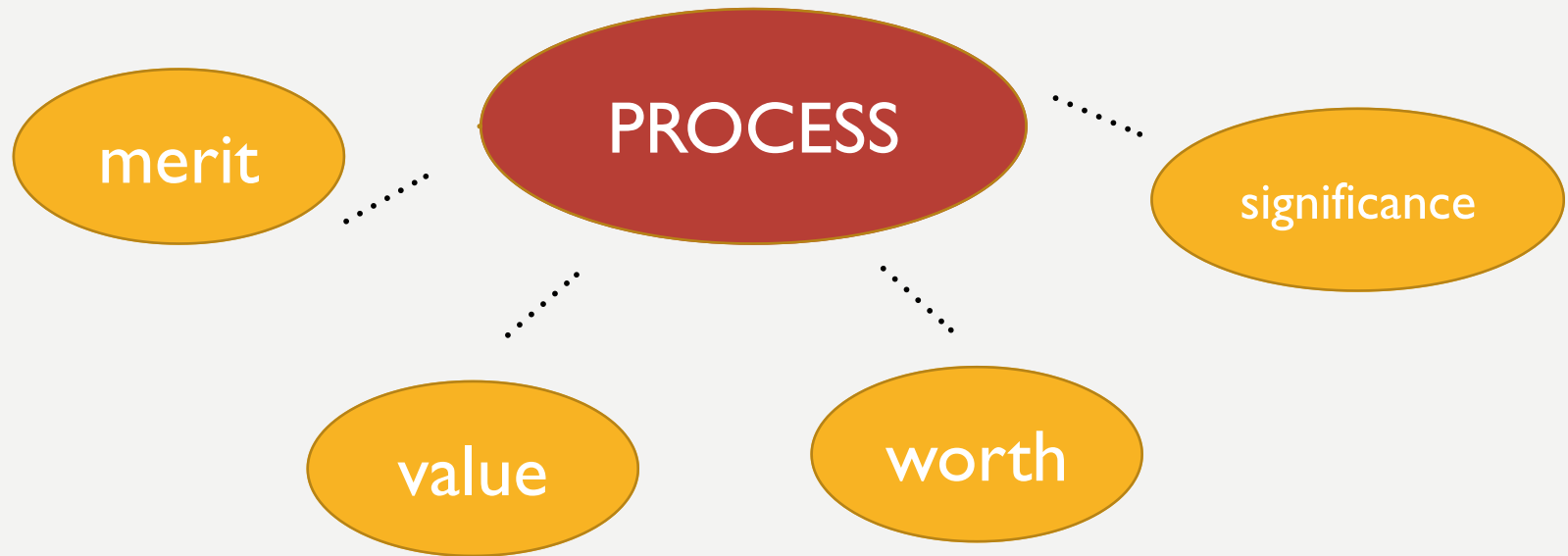
MY INSPIRATION



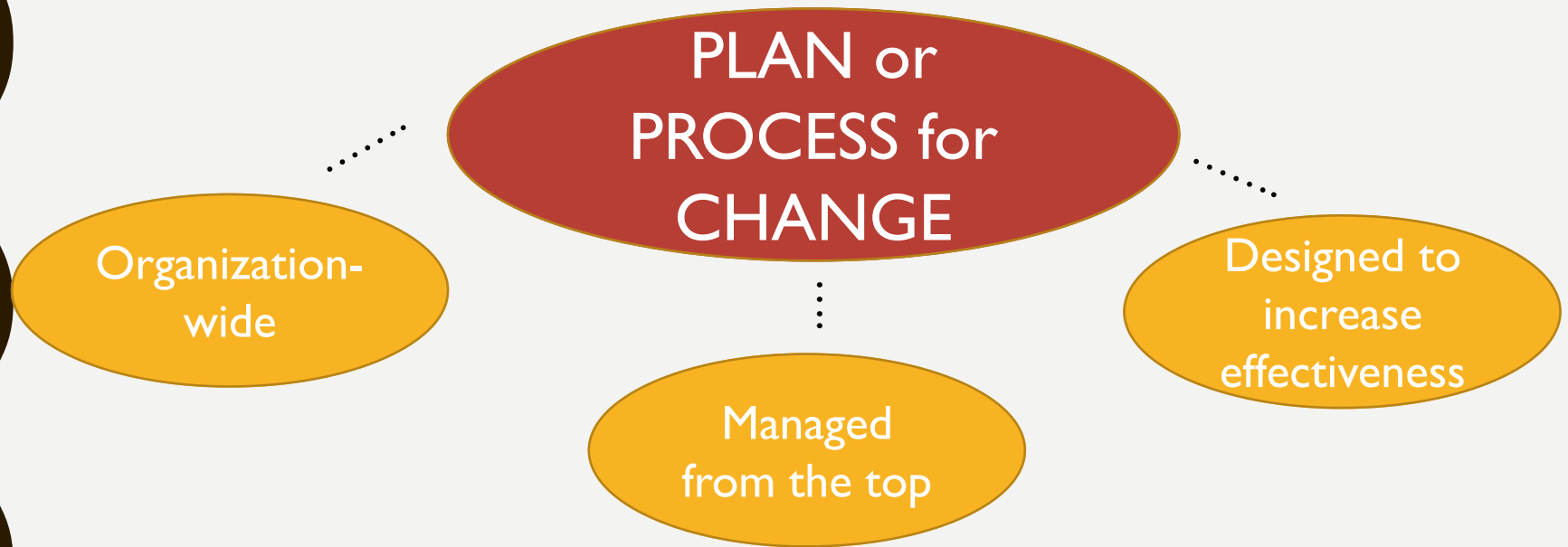
PART 1: EVALUATION & OD **PARALLELS**



EVALUATION IS...

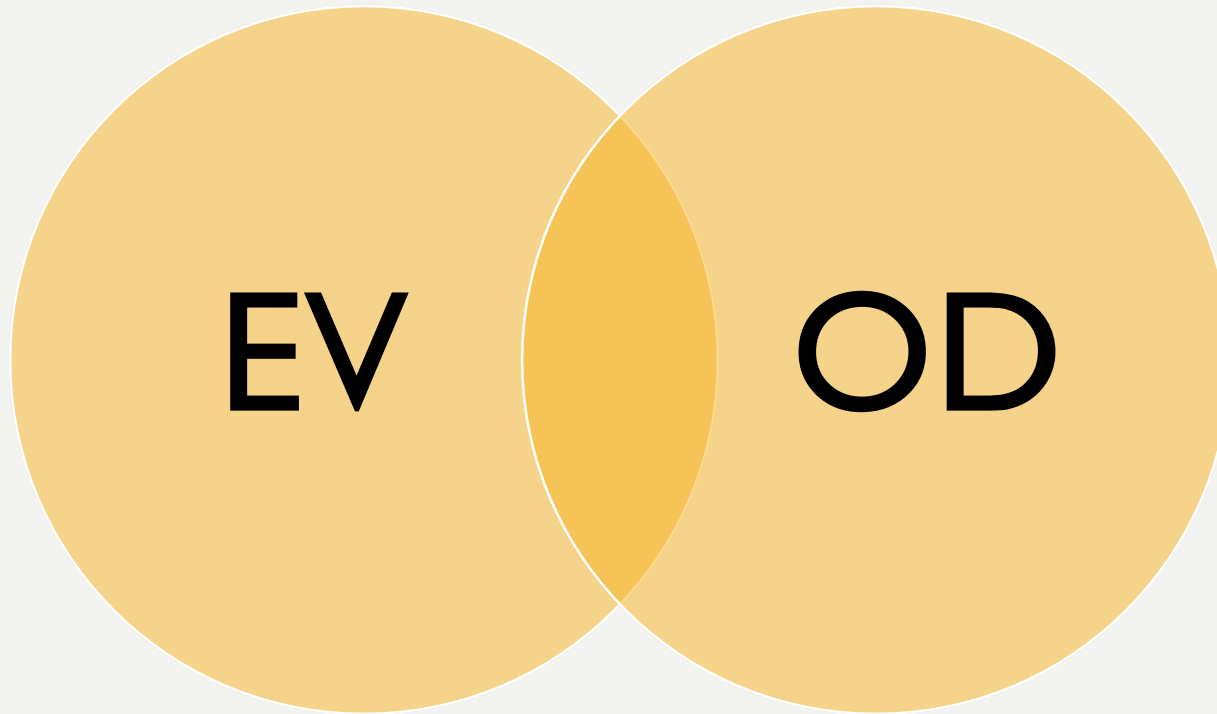


ORGANIZATIONAL DEVELOPMENT IS...



inquiry process

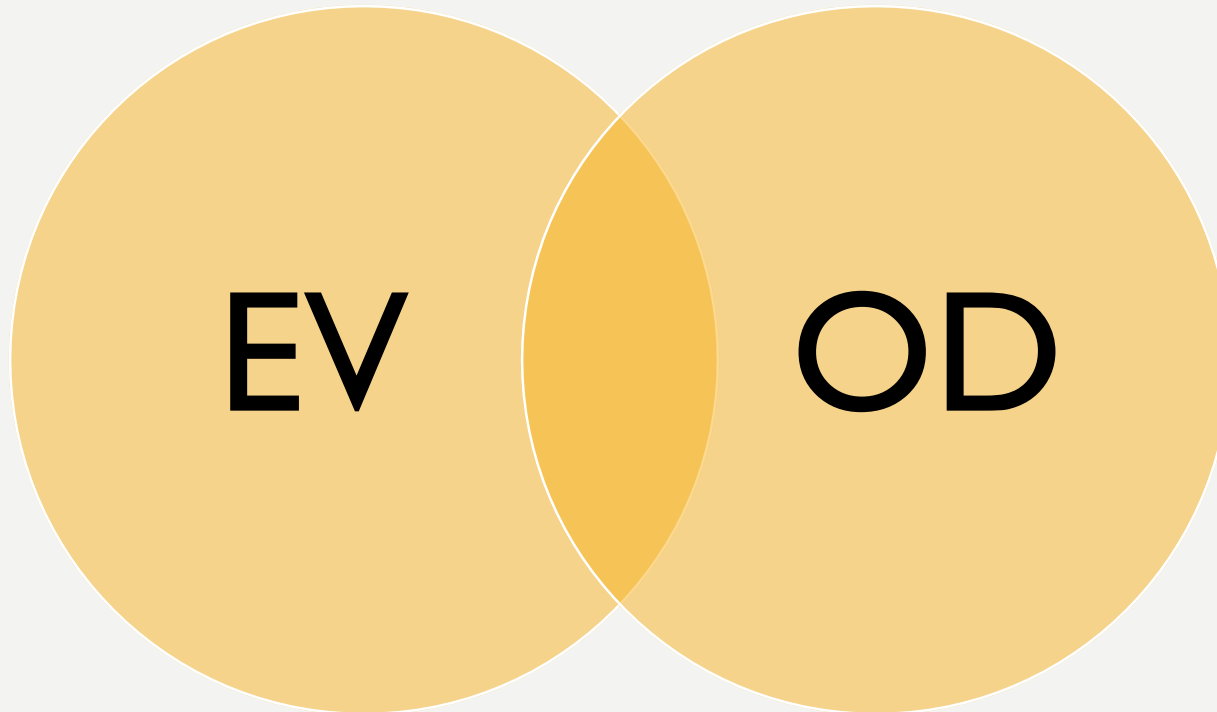
interviews



good questions

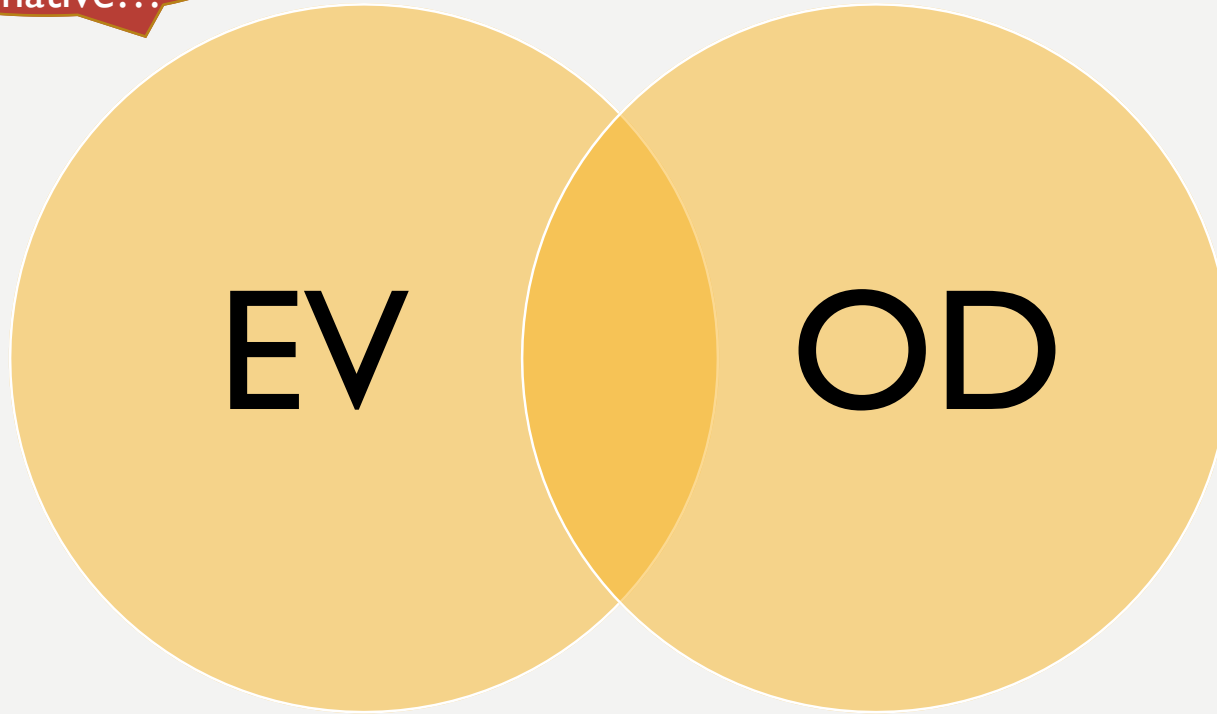
data analysis

facilitation



recommendations

Particularly
developmental,
formative...



learning, improvement, and effectiveness

SO TRUE!



Torres, R. T, & Preskill, H. (2001). Evaluation and organizational learning: Past, present, and future. *American Journal of Evaluation*, 22(3), 387-395.

PART 2: INFUSING EVALUATION WITH OD



CONCEPT 1

**Systems
thinking**

Root causes

Holistic

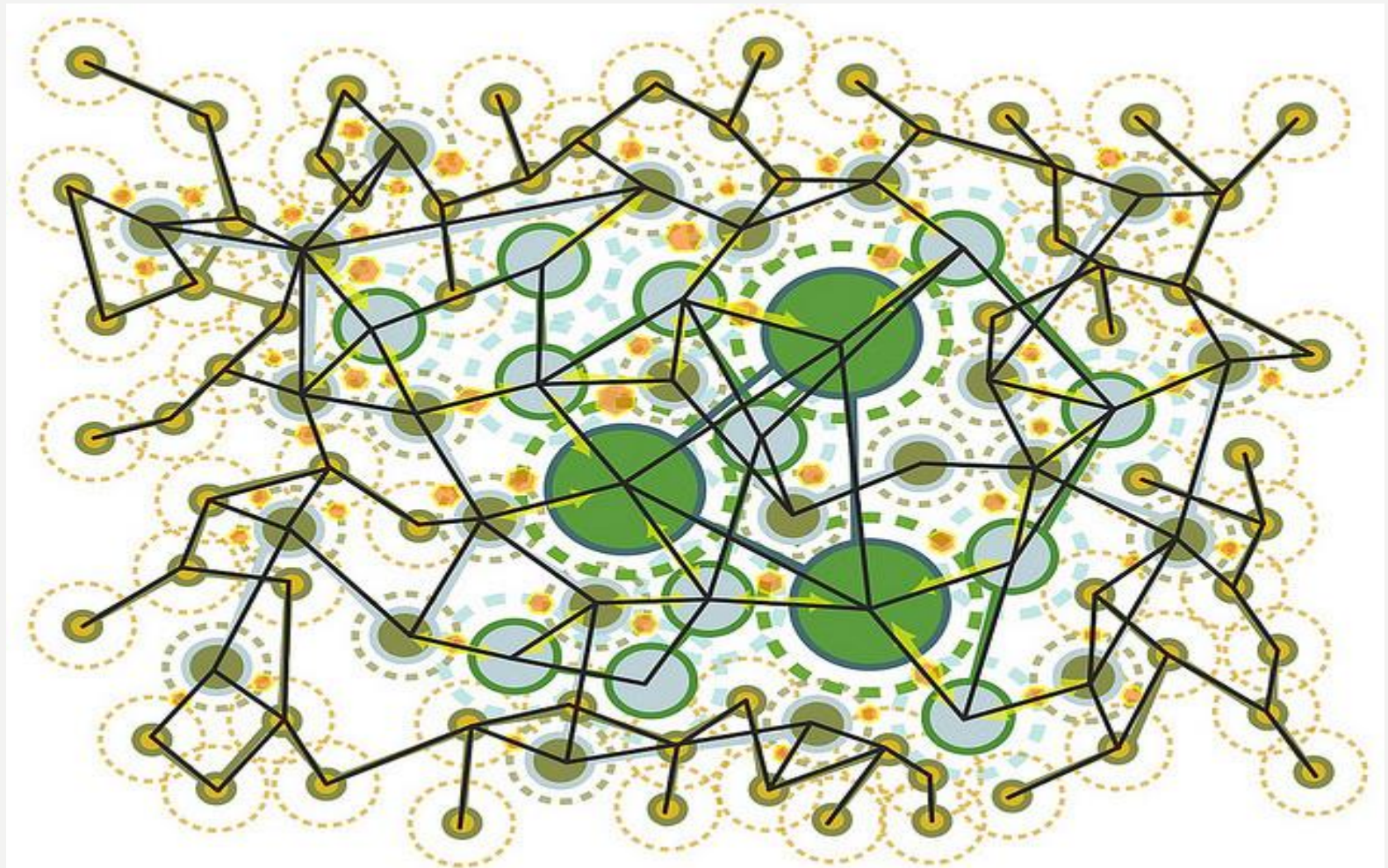


**Whole
system**

Interrelationships

Patterns

APPLYING CONCEPT 1: ORGANIZATION-WIDE



CONCEPT 2

**Leadership
development**

Emotional
intelligence



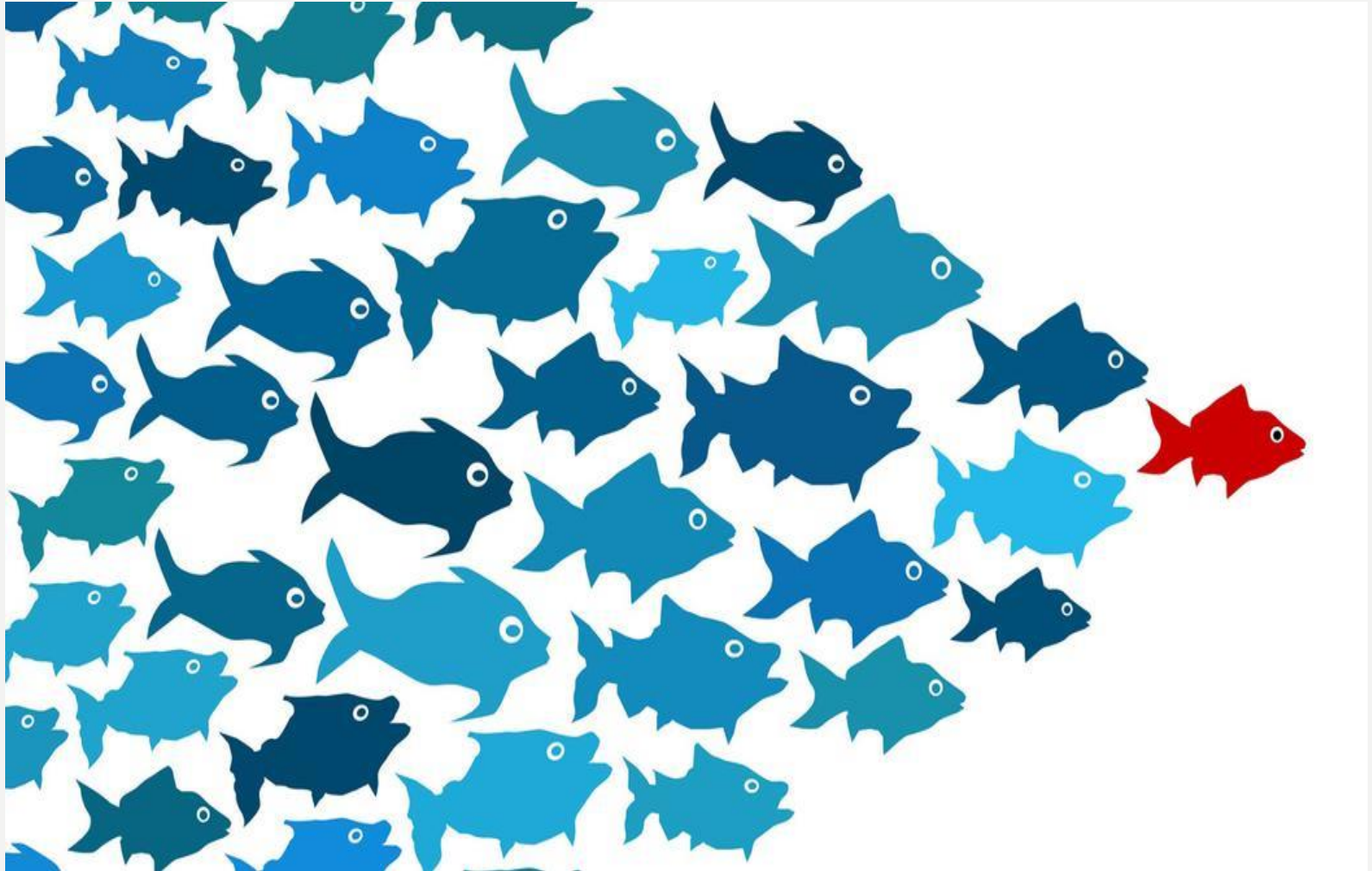
Team
development

**Team
empowerment**

People

Relationships

APPLYING CONCEPT 2: **ORGANIZATIONAL LEADERSHIP**



CONCEPT 3

**Capacity-
building**



**Continuous
improvement**

People...strategy...structure...process...reward

APPLYING CONCEPT 3: ORGANIZATIONAL EFFECTIVENESS



What OD can bring to evaluation practice is a holistic approach to improvement that enhances clients' learning and internal capacity to achieve goals.

SUMMARY

Infuse evaluation with OD by being attentive to:

- **The whole organization**
- **Organizational leadership**
- **Organizational effectiveness**



THANK YOU!

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