Leading positive organizational change

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Video Byte

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Abstract

Positive organizational change doesn't just happen. It requires powerful strategy that can balance proven methodology with creative application. Most enterprises want to sustain growth while also creating value, navigating complexity, and promoting innovation. These aspirations have increased the demand for professional management consulting services. A new article in *Global Business and Organizational Excellence* examines how strategic human resource development (HRD) consulting can transform performance metrics – from productivity and quality to employee engagement and profitability. Using a real-world example, the work highlights the concept of energizing, redesigning, and gelling (ERG) – an alternative way to think about organizational development and change. ERG helps leaders strategically align learning and development with other components of organizational design to execute an organization's overall goal. Too many organizational change efforts fail... Learn more about how ERG can help you create winning change. Tkaczyk B. 2017. "A balanced approach to professional HRD consulting: Lessons from the field." *Global Business and Organizational Excellence* 36(4), 6-16.

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