
Organizational Development

As organizations continue to become flatter and problem-solving tasks more complex, negotiating can become increasingly difficult. Technical knowledge and the power to execute effective strategies are often distributed among a great many individuals and units. This can lead to a lack of negotiation guidance, too little or too many constraints, and uneven results that fail to maximize value.

In such an environment, leaders need to know how to involve staff in decision-making. Staff involvement, not just superficial consultation, is key to tapping into what they know and winning their enthusiastic support. While leaders need ways to bolster skills of individual employees, they may also need new organizational policies, procedures, and resource allocations. Frequently this requires changes in assignment of responsibilities, new techniques for reinforcing group commitments, and shifts in organizational culture and norms.

CBI believes that organizational development requires much more than getting buy-in after the fact or asking people to think of what's good for the organization. We offer tailored strategies to help leaders build consensus. Unlike many other trainers and consultants, we do not offer the same prepackaged solutions to everyone. Our services are tailored to address the unique challenges facing each and every organization.

For more information about CBI [services](#) and [areas of expertise](#), please [contact us](#) online or call (617) 492-1414.