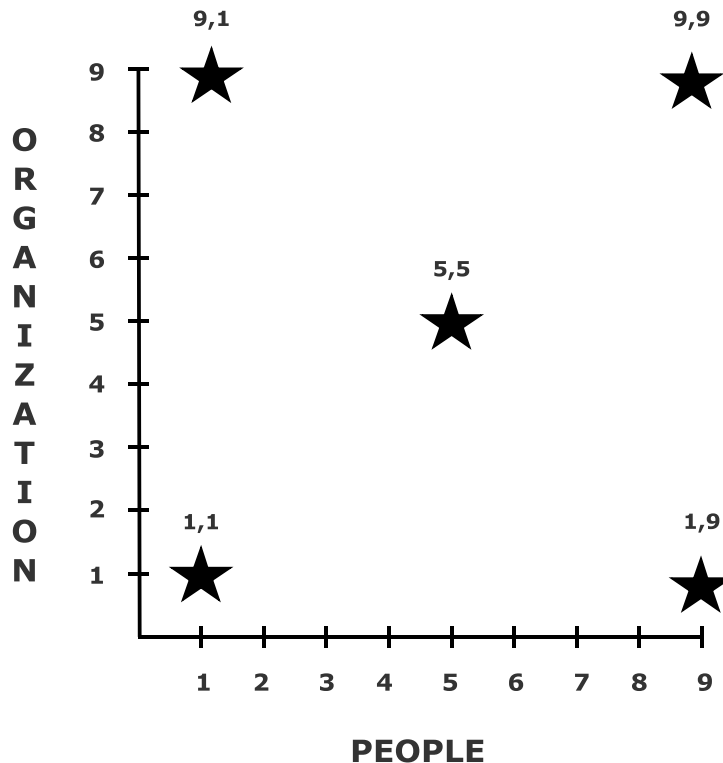


Tools for Knowledge Workers

The OD Practitioner Grid



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Remember the Blake-Mouton Managerial Grid and the various styles of management it indicated? Well, the stars in the diagram above represent various kinds or styles of OD practitioners. Note that all are stars; no one kind of OD practitioner is suggested to be better or worse than another. The location of the stars indicates the amount and mix of OD work that focuses on **People** (individuals, groups and teams) and the kind that focuses on **Organization** (structure, systems and processes). The 1,1 practitioner does a little bit of both. The 9,1 practitioner does a lot of work focused on the organization but not a lot focused primarily on people. The 1,9 practitioner does a lot of OD work focused on people but not a lot that focuses on the organization itself. The 5,5 practitioner does a moderate amount of both and the 9,9 practitioner does a great deal of both kinds of OD work. What kind of OD practitioner are you? Where does your star go? For more about types of OD practitioners click [here](#).

