

OD Mythbuster Bingo!



See how many of these myths you've heard in your career - tick them off!

How would you respond to them now?

OD is something only HR do	They did something great at such a place, lets just implement the same thing here.	Everyone can learn new skills	Managers are the drive behind change and motivation	If we engage employees; they'll be more productive	What's measured gets done
What can't be measured doesn't exist	Talent management starts with a 3x3 model	Performance and potential look similar	Structural change will fix cultural problems	Appraisals are the most important development activity and performance management tool	OD is fluffy HR
Performance indicators must indicate a problem with an individual (rather than the system)	Any problem can be solved by dancing!	OD is solely a responsibility of the HR function	OD is just another name for HR	To solve any problem of leadership culture or performance you need a great (big) OD department	You don't need to take a holistic view and consider how what is done in one part of the organisation impacts on another
OD is really quite complicated	It will be expensive	Organisational Learning is a one-off	It's a quick process	You do OD when there's a problem	OD is just an excuse to cut costs and make people redundant
It won't make a difference to how we do things or to the bottom line	It's something other people do	It's just HR and training	You only need to worry about it if there's a big change planned	It's that soft stuff that you can't quantify and can't see any difference	It is purely focussed on organisational structures and systems
A quick fix for deep seated organisational problems	Something that can be effective if it is done in isolation from other key areas such as learning and development and managing performance	Just one persons/departments role	Change must start at the top	You do a course and that's it - done!	Party planners