

WHO MAY ACCESS NCOD SERVICES

NCOD services may be accessed at local, regional, and national levels by VA supervisors, team leaders, executive leadership, front-line employees, unions, and administrative staff.

HOW TO REACH NCOD

Websites

<http://vaww1.va.gov/NCOD> (Intranet)
<http://www.va.gov/NCOD> (Internet)

E-mail

vhancod@va.gov

Telephone

(513) 247-4680

Fax

(513) 247-4699

Address

11500 Northlake Drive, Suite 230
Cincinnati, OH 45249

THESE NCOD PROGRAMS ARE AVAILABLE FOR YOUR ORGANIZATION

Team Building Development

Target Audience: Executive
Teams, Workgroups/Teams



CREW (Civility, Respect, and Engagement in the Workplace)

Target Audience:
Workgroups, Offices,
Facilities, Organizations



Organizational Health

Website tools: Resources,
Newsletter
<http://organizationalhealth.vssc.med.va.gov>



Organization Development Assessment

Assessments include:
180- and 360-Degree,
Executive 360,
Team Assessment,
Workplace Assessment



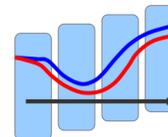
VA All Employee Survey

Annual, VA-wide, census survey.
Data available through ProClarity.



Special Topics

Presentations and products addressing:
Change Management
Psychological Safety
Engaged, Effective VA Teams
(workgroup, executive)



VHA National Center for Organization Development

*A service of the Department of
Veterans Affairs*

- ◆ Workforce Engagement ◆
- Leadership Development
- ◆ Organizational Health ◆

Integrating Research, Training, and Practice

VHA National Center for
NCOD
Organization Development



**VA
HEALTH
CARE** | Defining
EXCELLENCE
in the 21st Century

WHAT WE DO

NCOD supports and delivers organization health and development initiatives for the U.S. Department of Veterans Affairs (VA).

Specifically, our goal is to strengthen VA workforce engagement, satisfaction, and development in order to Improve Veterans' services.

To achieve this, we offer contemporary and innovative data-driven assessments and consultation services to VA organizations nationwide. Our services integrate practice, training, and research information. Services are customized to meet individual, workgroup, team, leadership, and facility-level needs.

WHO WE ARE

The NCOD staff includes a comprehensive team of professionals: psychologists, health research scientists, systems specialists, management and program analysts, trainees (pre-/post-doctoral), and administrative personnel.

Collectively, our services encompass the fields of organization development (OD), industrial and organizational psychology (I-O), health services administration, program evaluation, and others.

VHA National Center for Organization Development

NCOD SERVICES

NOTE: This list is not exhaustive.

Please contact NCOD to discuss your organization health or development inquiry.

	Individual	Leadership	Executive Workgroup	Team/ Organization	Facility/ Organization	VA nationwide
Assessments						
180/360-Degree Assessment (also Executive 360, Living 360)	✓	✓				
Workplace Assessment				✓	✓	✓
Team Assessment (also Executive Teams)		✓	✓			
All Employee Survey (AES)			✓	✓		✓
Consultations						
Career or Leadership Development	✓	✓				
Stress Management	✓	✓				
Performance Improvement	✓	✓				
Executive Coaching	✓	✓				
Leadership Transition Briefings		✓				
Creating Vision, Mission, and Values		✓	✓			
Team Building and Development		✓	✓			
Conflict Resolution			✓			
Redesign of Systems and Processes (Strategic Goals)			✓			
Strategic Planning			✓	✓		✓
Succession Planning				✓		
Developing Effective Partnerships				✓		
Using Workforce Data in Decision-Making				✓		✓
Managing Transformational Change				✓		✓
Retreat Facilitation			✓	✓		✓
CREW (Civility, Respect, and Engagement in the Workplace)		✓	✓	✓		✓
Other Services						
Post-Doctoral Fellowship in Organization Development						✓
Organizational Culture Data Monitors and Measures		✓	✓	✓		✓