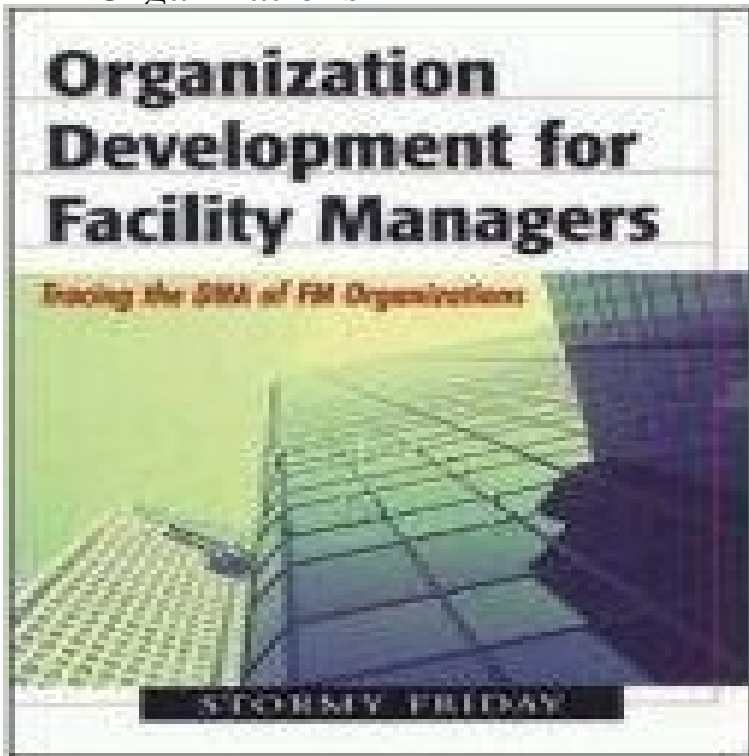


# Organization Development for Facility Managers: Tracing the DNA of FM Organizations



Organization development is not just a murky, high-end concept for staff in human resources. In reality, its a set of powerful tools for building and strengthening any department -- including facilities management. Whats more, there are certain characteristics that are common to successful and effective FM organizations. Now, the well-known consultant Stormy Friday has devised an original, easy-to-follow blueprint for applying the best ideas in organization development (OD) specifically to the FM arena. Put it to use and youll increase your departments performance, morale, and sustainability -- while equipping you and your staff with the skills and knowledge to make FM a strategic player in fulfilling your companys long-term goals. This clearly written book is organized around seven crucial DNA links, or building blocks for designing and developing a high-performance department. Within each link, the author outlines a set of OD skills for you to develop and apply, as well as practical tools and techniques and revealing case studies of OD at work in an FM environment (Dow Corning Corporation, Adaptec, Applied Physics Laboratory, and more). The DNA links are: 1. Leadership: FM managers often overlook the impact of their leadership on an FM organization. This book helps you focus on the skills you need to create a fully engaged workforce, where risk-taking, innovation, and strategic thinking are everyday occurrences. 2. Individuals: Without people, you

don't have an FM department -- and you need to know how individuals think, what motivates them, and how to use that knowledge to positively influence their behavior. You'll find valuable insights into what makes people tick inside.

3. Groups: How do you distribute work -- to individuals or groups? This book shows you how to make the best decision based on an informed understanding of individual versus group behavior, and whether or not group process will effectively accomplish your organization's goals.

4. Culture: Corporate culture profoundly influences the development of an FM department, and is typically the cement that holds the enterprise together. Learn about the components of culture and how to conscientiously change that culture to build a stronger department.

5. Visioning and Strategic Planning: Most FM departments are too focused on their hectic day-to-day activities to engage in visioning and strategic planning. But stepping back and devising a practical FM action plan will actually reduce the daily frenzy! Find out how to do it inside.

6. Structure: Organization structure is a critical DNA linkage. Figuring out the best possible structure for your department is a difficult but essential skill. To simplify the task, the author supplies step-by-step guidelines for choosing the most appropriate structure and the right mix of staff and skills.

7. Future: FM organizations need to pay close attention to business trends and activities that could impact their company and department in the future. Learn about the skills necessary to predict changes and challenges that might soon affect

your profession. Filled with how-to instructions, up-to-the-minute research, and a broad, historical perspective, Organization Development for Facility Managers is an important contribution to the field and an essential guide for FM professionals.

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