UNIT 9: TEAM AND INTERGROUP DEVELOPMENT INTERVENTIONS

UNIT STRUCTURE

9.1 Learning Objectives

9.2 Introduction

9.3 Team Building Interventions

9.4 Types of Team-Building Interventions

9.5 Intergroup Interventions

9.6 Let Us Sum Up

9.7 Further Reading

9.8 Answers to Check Your Progress

9.9 Model Questions

9.1 LEARNING OBJECTIVES

After going through this unit, you will be able:

- learn about team-building interventions and their importance
- discuss the various types of team-building interventions
- learn about intergroup interventions
- discuss the different intergroup interventions.

9.2 INTRODUCTION

In the earlier units we discussed about the various aspects related to the concepts of organisational development, the role of OD practitioners, process of OD, values and ethics in OD. In this we shall discuss the team building interventions. We know that, *Organizational Development Interventions* are structured program designed to solve a problem, thus enabling an organization to achieve the goal. These *intervention* activities are designed to improve the organization's functioning and enable managers and leaders to better manage their team and organization cultures. An effective team develops ways to share leadership roles and ways to share accountability for their work products, shifting the emphasis