



VHA National Center for Organization Development

A service of the U.S. Department of Veterans Affairs

Our Mission

We help leaders and employees make VA a place where employees want to work and Veterans want to receive care

We provide organization development services across VA to leaders, managers, and employees at all levels

We use data-informed approaches in our consulting, training, assessment, and product development practices

Our Staff

Our staff represent a variety of professional roles: psychologists, health research scientists, systems specialists, management and program analysts, trainees (pre-/post-doctoral), and administrative personnel

Contact Us

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Our Services



Executive and Leadership Support

Supporting the effectiveness of VA leadership through executive team development and coaching, environmental scans for new executives, customized coaching, and assessment of leadership behaviors and work styles



Workplace Consults and Assessments

Exploring issues impacting workplace culture and team dynamics. This includes team development, strategic planning consultation, and leadership coaching



Organizational Health Development

Supporting organizational culture change through:

- Servant Leadership
- Change Management



Individual Assessments

Administering developmental assessment tools for use in personal development plans: 360 Assessment, Executive 360 Assessment, and Servant Leadership 360 Assessment



Workforce Surveys

Measuring employee workplace experiences through :

- Customized consultation and support of program or business processes (Assessment Consultation Team)
- Annual VA Surveys (VA All Employee Survey: AES)

Organizational Data Mining

Using customized and standardized data resources to explore organizational health inquiries. Identifying meaningful patterns for use in crafting targeted interventions