

Who We Are

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.

We support programs and policies that promote VA's organizational health with the aim of improving the overall experience for Veterans. Our core services include research, consultation, and assessment to strengthen VA workforce engagement, satisfaction, and development. We invest in professional learning and development, and provide pre- and post-doctoral training in organizational health practice.

Contact Us

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Created 08/16

VA



U.S. Department
of Veterans Affairs

VHA National Center for Organization Development

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



- Workforce Engagement
- Leadership Development
- Organizational Health

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 local, regional, and national levels

We support programs and policies that enhance VA's organizational health and improve its organizational effectiveness

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

We work collaboratively with clients using a continuous feedback model to inform and shape our work, and identify the client's area of focus

We are active participants in research, publication, and training with partners across public, private, academic, Federal, and international sectors



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