“Our personal OS creates the framework for how we take in information from the world around us, process that information, and interact and respond to others and the situations we face.” (Godwin, 2021) For me, we are looking at the set of values that an “operating system” influences. Our personal OS is also how we handle changes and challenges.

While my understanding of organizational dynamics has changed little, it is due more to the slow process in which I work. The OS, if we can call it that, or the dynamics of the organization, hasn’t changed too much from the first time I arrived. More so, it was about upper management changes and everyone else changing t-shirts for the new company.

I have seen much in the way of communication improvement. Also, in an effort to increase collaboration, I do see my organization and the ones around me working together with tools that will prove that communication and adaptability for everyone. “As many have suggested, before we can truly make use of ourselves in our roles as change facilitators, we must know ourselves first.” (Godwin, 2021) Looking inward, I know I have changes that I could make and should make for self-improvement and growth.

Building teams starts with the individual and ensuring they have what they need to succeed. That could be tools; it could be patience while teaching. The center of it would come back to proper utilization of communications. When you have built up strong individuals, you can build a strong team, which improves the mental welfare of everyone and leads to strong organizations. These organizations are built on different cultures and personalities that, at times, will need to be challenged and, at other times, be left to flourish.

Working at a mechanics shop in the middle of Iowa would be completely different than working in a major city for a major corporation. Dress and conversations have to be tailored to appeal to a broader audience as you are representing the company. At the same time, we strive for positive changes as we see the world around us change. Lately, there have been technology shifts, such as working from home and having effective team communications.

I would put most of this under the strengths-based approach to OD, where we find and enhance the strengths of individuals, teams, and organizations. Similar to what I stated before you should take your time to know your people. Part of the Marine Corps leadership Traits you are required to know your people. You can find and leverage these strengths to push toward positive changes in your organizations.

We should always be leaning toward growth and know where our blind spots are, even if it is something simple as “I don’t like to do X.” When we know where we are limited, we know where we can improve ourselves. While my personal OD practitioner experience is limited, I do see the crossover and, in some cases, applications of the practices that help improve the lives of myself, my team, and my organization.

Reference:  
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