
Overview

This standard is about the skills and knowledge needed for you to support organisational development in a food and drink business. Organisational development is about bridging the gap between strategy and implementation and is integral to the achievement of sustainable organisational performance. The key to its success is the involvement and collaboration of people in and around the food and drink business. Organisational development is a whole organisation and workforce strategy to achieving business objectives. Initiatives and processes implemented and communicated as part of organisational development requires the input, participation and behavioural changes of all people within a food and drink business. It is therefore included in the remit of the whole food and drink business workforce including line managers. Organisational development outcomes include increased business sustainability, employee buy-in and aligned, sustainable change and improvement in quality and productivity of the core business with the engagement, involvement and understanding of people. You will need to understand the principles of organisational development and know how to support the implementation of organisational development initiatives in your area of work. This standard is for you if you work in food and drink manufacture and/or supply operations and are involved in organisational development in a food and drink business.

Performance criteria

You must be able to:

Prepare to support organisational development

1.
access the organisational development plans for your area of responsibility for the food and drink business
2.
check the plans are in line with the objectives for your area of responsibility
3.
determine how the plans will be deployed across your area of responsibility, consult with relevant people to aid this process
4.
communicate the deployment plan to relevant people across the food and drink business who may be affected

Deploy organisational development plans

5.
communicate the objectives of the organisational development plan to the relevant people
6.
confirm individuals are aware of their responsibilities in carrying out the requirements of the plan and that they adhere to these requirements
7.
apply problem-solving techniques to challenges and problems occurring when implementing the organisational development plans
8.
monitor the deployment of the plan on your area of responsibility including its effect on productivity, quality, compliance, resources and colleagues
9.
monitor the effect of the deployment of the plan on other areas of the food and drink business and the effectiveness of the food and drink business as a whole

10.

evaluate the implementation of the plan, including your own contribution and provide feedback on its implementation to the relevant people

Knowledge and understanding

You need to know and understand:

1.
the strategy, policy, objectives and culture of the food and drink
business
 - 1.1 what the expected behaviours are that support the strategy, policy

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Support organisational development in a food and drink business



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