An Organizational Development Plan focused on People – Increasing Staff Satisfaction and Motivation

Topic 4: Staff motivation/employee engagement

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Organizational Development, as perceived by Portugal Statistics, comprehends behavioral theories, values, strategies and techniques aiming to enable workers to change their relationship with the organization, as a mean to induce professional growth and increase organizational performance, through employee’s empowerment and process adjustment.
Organizational Development

- Survival
- Anticipate Changes
- Continuous Improvement

Portugal Statistics
Organizational Development
Organizational Development

Psychosocial Dimension

- Management Style
- Engagement
- Teamwork
- Acknowledgement
- Work-Life Balance
Coordination between units
Organizational Development

- 90 Staff members
- 9 Debate Groups
- 50 Sessions/90 hours
- Public Presentation
- 14 Proposals
- 128 Causes/93 Suggestions
- Criteria
- 12 Proposals
- 6 Development Groups
Organizational Development

- Intra-Unit meetings
- Share your Knowledge
- Statistical Production Project Teams
- Project Management Approach
- Mobility
- Developing Interpersonal Relationships
- Click to Know Who Does What
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Thank You!

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