
OB FRAMEWORK ...

- **OB is about Investigation.** One way to approach an OB case is the “**Past, Present, & Future**” model:
 - **Past** implications
 - Identify key characteristics of the organizational culture
 - How has the organization and its people operated?
 - **Present** implications
 - What OB challenge is the organization facing? Root causes?
 - Consider culture, structure, leadership, power/influence, motivation, diversity and cognitive differences
 - What are your decision criteria? Why?
 - **Future** implications
 - What is your short-term and long-term action plan? Why?
 - Consider reactions, consequences and contingencies
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