

PATENT APPLICATION: 18/807,141

Contractor: Topsarge Business Solutions (TBS)

Program Focus: Advancing Organizational Development through Collaborative and Evidence-Based Personnel Strategies



ENHANCING ORGANIZATIONAL DEVELOPMENT THROUGH COMMUNITY SCIENCE (PATENT PENDING)

OBJECTIVE

The patent-pending application by members of the Topsarge Business Solutions Research Department outlines a method for enhancing organizational development by integrating community science principles and participatory action research into personnel development practices.

CONTEXT

Organizations often face challenges in effectively developing their personnel due to a disconnect between research findings and practical application. This case study explores how the TBS invented blended approach can address these challenges.

METHODOLOGY

- **Community Science Team:** A collaborative team of elite experts and community members is formed to develop research products, including research questions and data collection instruments, ensuring relevance and applicability to the target population.
- **Data Collection:** The study employs both qualitative and quantitative methods, including interviews, focus groups, surveys, and statistical analysis, to gather comprehensive data on the target population's experiences and challenges.

FINDINGS

- **Tailored Solutions:** Data analysis may reveal specific challenges faced by different levels of supervisors (e.g., mid-level supervisors lacking leadership training) and inform the development of targeted programs to address these issues.
- **Engagement:** The involvement of operational unit champions and advocates enhances participation and data reliability, fostering a sense of ownership among the target population.
- **Implementation:** Organizations should consider adopting this patent-pending community science approach to enhance their personnel development strategies, ensuring that research is not only about the target population but also for them.

CONCLUSION

Impact: The proposed method, currently patent pending, aims to create a robust framework for organizational development that is responsive to the needs of employees, ultimately leading to improved effectiveness and personnel development within organizations.

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