Organisational Development Initiative (ODI)

ODI is an internally driven organisational re-engineering process which facilitates and achieves change in organisations, typically through reform and development of systems, structures, staffing mix, skill, strategic planning and shared values, taking into account the wider external environment in order to improve the effectiveness and efficiency with which the organisation fulfils its mission.

ODI for Rural Credit Cooperative Banks and RRBs was developed by NABARD in 1994-95 as a tool to facilitate internal action for improvement of financial health of RRBs and Cooperative Banks. With an aim to improve the internal behaviour within the organisation at inter-personal and group levels, NABARD, in association with its in-house training institutions viz., National Bank Staff College (NBSC), Bankers Institute of Rural Development (BIRD), Bankers Institute of Rural Development (BIRD), Mangalore and Bolpur etc., have been conducting ODIs for the benefit of Cooperative Banks and Regional Rural Banks.

Keeping in view the changing environment for RRBs (consequent to their State Level Sponsor bank-wise amalgamation) and Cooperative Banks (Revival of Rural Cooperative Credit Institutions) in the recent past, NABARD has revised the methodology, design and focus for the conduct of ODIs. During the year 2018-19, the ODI programme has been conducted for Cooperative Banks in AP, Chattisgarh, Maharashtra, UP & Uttarkhand with the grant assistance of Rs.26.31 lakh.