

Paper describes psychological intervention in organization based on Organization Development approach. Theoretical part presents principles, methods and techniques of this discipline, and relevant theory of organization. Key concepts of organizational character, organizational climate and organizational culture are amended with developmental aspect in several theories of organization growth. The principles imply practical advice for implementation of organizational change. This provides theoretical and practical backup for the following intervention.

The practical intervention focused on transformation crisis in a production company. Intervention followed action research paradigm with certain practical limitations. Final results are supplemented with recommendations for company intervention derived from practical experience.