



The Evaluation Center's  
Evaluation Café Series presents:

# The Utility of Clinical Diagnostic Reasoning in Performance Analysis

**Nicholas Andreadis**  
Acting Dean, Lee Honors College, WMU

**12:00 – 1:00 p.m.**  
**Tuesday, February 2, 2010**

The effective practice of organizational development (OD) requires that interventions are based on the results of a thorough performance analysis. Practitioners are taught to recognize suboptimal performance, collect and analyze relevant data, diagnose and draw conclusions, and then introduce rational interventions. Inherent to these analytical approaches are the cognitive reasoning processes. Making the right diagnosis is essential to the performance improvement process. In this discussion Dr. Andreadis will argue that the art and science of clinical diagnosis as performed by experienced physicians has utility in organizational settings as a method of reasoning helpful to OD practitioners.

*The Evaluation Café:  
Dynamic presentations  
and lively discussions  
about evaluation over  
the lunch hour. Bring  
your lunch—coffee and  
cookies provided.*

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