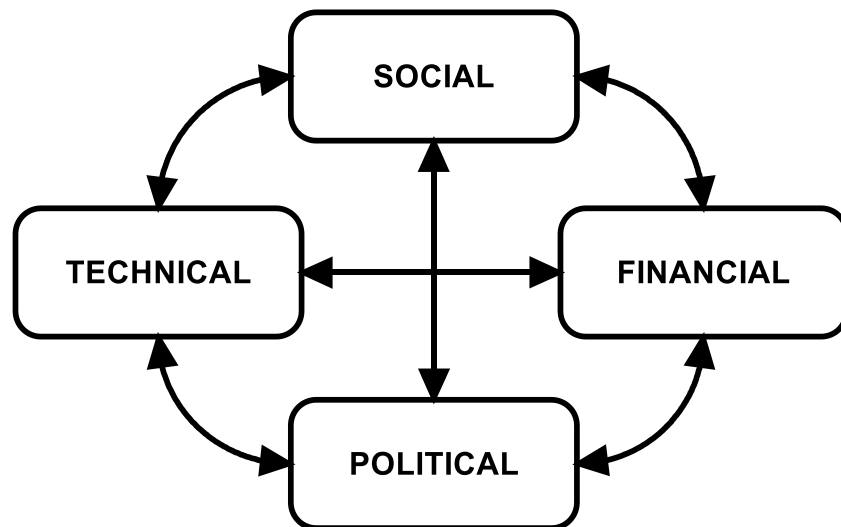


# Tools for Knowledge Workers

## Four Dimensions of Intervention



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Organizations are systems. As such, they are composed of subsystems. Four of the more important subsystems in any organization are the social, technical, financial and political subsystems. These subsystems are usefully thought of as dimensions of interventions. Change agents of any stripe (e.g., OD specialist, trainer, human performance technologist, consultant, manager and executive) are well-served by thinking of themselves as “interventionists,” as people who change things with a purpose or outcome in mind. Interventions in organizations are multi-dimensional in nature and, when intervening in one subsystem, thought must be given to the impact on other subsystems and how those other subsystems impact the one in which the change agents are intervening. For more information see the March 2021 Knowledge Worker Column: [“Four Dimensions of Intervention.”](#)

