

# € TRAINING

Organizational Development





# Organizational Development

## Introduction

This course covers how organizational development OD aids in the growth of vision, comprehension, clarity, and agility in employees.

We begin with a succinct review of the organizational dynamics OD perspective of the organization as a human system. This prompts a discussion on how the OD practitioner functions inside that system to aid in the development of a strong, efficient organization. The impact of the OD practitioner as a catalyst and an irritant on the system is then discussed. This course offers as an example of how organizational development OD can be utilized to support employees who are actively pursuing positive organizational change.

## Course Objectives

At the end of this course the participants will be able to:

- Examine the expansion of the human economy and how organizational systems function from the standpoint of organizational development OD
- Determine dialogic and diagnostic organizational development OD and the practitioners' role in promoting appreciation, a sense of wonder, and inquisitiveness.
- Learn how Organization Development OD can be used to assist individuals who are actively pursuing constructive organizational transformation.

## Targeted Audience

Anyone interested in human resources, management, leadership, or related fields.

## Course Outline

### Unit 1: Introduction

- The importance of culture
- Key Theories
- Systems Theory

### Unit 2: What Contribution Can OD Make?

- The Growth of the Human Economy
- Moving through change
- Dialogic and Diagnostic Organization Development
- Be Nice To People The #1 Rule

### Unit 3: Dialogic vs Diagnostic, OD Practitioner, and Self as Instrument

- Applying Organization Development
- How to effectively judge without judging
- Creating stakeholder value



- Transformation levels
- Organizational Diagnostics

#### Unit 4: Evaluation Phase and Ethics

- Supporting Staff
- Team Collaboration
- Effective Team characteristics

#### Unit 5:

- Revision
- Workshop