

# € TRAINING

Advanced Organizational Development OD





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## Introduction:

The Advanced Organizational Development OD training program is a comprehensive initiative designed to equip participants with advanced skills and strategies for fostering organizational effectiveness and growth. Through a blend of theoretical frameworks, practical case studies, and experiential learning activities, participants deepen their understanding of organizational dynamics and change management principles.

## Program Objectives:

At the end of this program, participants will be able to:

- Enhance their ability to diagnose organizational challenges and opportunities.
- Develop strategies for implementing effective organizational change initiatives.
- Foster leadership capabilities to drive organizational development efforts.
- Cultivate skills in facilitating organizational learning and knowledge management.
- Equip themselves with tools and techniques for promoting a culture of continuous improvement.
- Design and implement OD interventions aligned with organizational goals.

## Targeted Audience:

- Manager, change agent, or leader who understands the value of pulling people along with, but would like to gain more understanding on how to do it.
- Human Resource Professionals specializing in organizational development.
- Organizational Leaders seeking to drive strategic change initiatives.
- Management Consultants involved in organizational transformation projects.
- Change Management Practitioners aiming to enhance their skills.
- Employees interested in advancing their knowledge of organizational development principles and practices.

## Program Outline:

### Unit 1:

#### Demystifying the Organisation:

- What is OD and how does it add value?
- Removing the mystique surrounding organizations and utilizing organizational models.
- Thinking in layers' and taking the organization's overall perspective.
- The OD Mindset: systemic thinking.
- Understanding OD interventions.

## Unit 2:

### Seeing the System:

- Dialogue versus diagnostic methods.
- Patterns in issues.
- Instruments of change.

## Unit 3:

### Intervening in Complexity:

- Presence.
- Personal strength and resourcefulness.
- Skills in group process consulting and dialogue.
- Dynamics of Human Systems.

## Unit 4:

### Culture:

- Knowledge of organizational culture and prevalent mental models.
- Adaptive difficulties.
- Emergent and planned change.
- Analyzing case study examples.

## Unit 5:

### Organizational Design:

- Both conventional and modern methods.
- Relationship between organizational design and development.
- Models for organizational design.