€ TRAINING

Organizational Development

29 September -
3 October 2024
Dubai (UAE)

Organizational Development

Introduction:

This training program explores advanced concepts and strategies in Organizational Development OD, equipping professionals with the skills to drive organizational change and growth. It empowers participants to implement effective OD practices, foster a culture of continuous improvement, and enhance overall organizational performance.

Program Objectives:

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

- Understand core principles and practices of Organizational Development.

- Develop strategies for managing and facilitating organizational change.

- Implement effective interventions to improve organizational performance.

- Analyze organizational needs and design appropriate OD solutions.

- Foster a culture of continuous improvement and employee engagement.

Targeted Audience:

- OD Practitioners.

- HR Managers.

- Change Management Consultants.

- Organizational Leaders.

- Business Executives.

Program Outline:

Unit 1:

Introduction to Organizational Development:

- Overview of Organizational Development principles and practices.

- Historical evolution and theoretical foundations of OD.

- Key components of a successful OD program.

- The role of OD in organizational success.

Unit 2:

Change Management Strategies:

- Understanding change management frameworks and models.

- Techniques for planning and implementing organizational change.

- Managing resistance to change and fostering employee buy-in.

- Evaluating the impact of change initiatives.

Unit 3:

OD Interventions and Techniques:

- Overview of common OD interventions team building, process improvement.

- Designing and implementing effective OD interventions.

- Measuring the effectiveness of OD interventions.

- Case studies of successful OD interventions.

Unit 4:

Organizational Analysis and Needs Assessment:

- Techniques for assessing organizational needs and diagnosing problems.

- Tools and methods for conducting organizational assessments.

- Analyzing data to identify areas for improvement.

- Developing targeted OD solutions based on assessment findings.

Unit 5:

Creating a Culture of Continuous Improvement:

- Strategies for fostering a culture of continuous improvement.

- Techniques for enhancing employee engagement and motivation.

- Implementing systems for ongoing feedback and improvement.

- Building leadership support for continuous improvement initiatives.