BLACKBIRD FOR TRAINING

Developing Organizational Competence

7 – 11 December 2026
Barcelona (Spain)



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Introduction

Organizational competence is a key factor in achieving institutional success, enhancing organizational development, and improving overall performance. This training course is designed to help organizations understand what organizational development is and achieve organizational agility competency by developing the necessary skills and capabilities for individuals, teams, and the entire organization.

By learning organizational development strategies and strengthening organizational core competencies, participants will be able to build a strong organizational culture, enhance organizational agility, and ensure sustained institutional growth. The course will also focus on developing high-performing teams and improving organizational development management to achieve strategic goals effectively.

Course Objectives

By the end of this course, participants will:

- Understand the organizational competence definition and its importance in institutional success.
- Develop strategies to assess and strengthen organizational competencies at individual, team, and corporate levels.
- Improve leadership, communication, and collaboration skills to enhance organizational development management.
- Foster a culture of continuous learning and organizational development to support institutional growth.
- Develop an actionable plan to enhance organizational competence within their organization.



Course Outlines

Day 1: Introduction to Organizational Competence

- What is organizational competence? Definition and significance in institutional success.
- Organizational development definition and its impact on workplace efficiency.
- Components of organizational competence: skills, knowledge, processes, and essential resources.
- Assessing organizational competence: Tools and techniques to evaluate an organization's current capabilities.
- The role of leadership in building competence and fostering a high-performing workforce.
- Challenges in organizational development and overcoming barriers to competence enhancement.

Day 2: Developing Individual Competence

- Identifying key competencies for employees and their role in high performance.
- Organizational competencies frameworks and their impact on professional development.
- Developing expertise and skills to strengthen organizational core competencies.
- Performance evaluations and feedback as tools for competency assessment.
- Creating personalized development plans to address skill gaps and foster continuous learning.



Day 3: Building Team Competence

- The importance of team competence in achieving organizational success.
- Team roles and responsibilities in aligning with institutional goals.
- Enhancing communication and collaboration for better organizational performance.
- Building high-performing teams through trust, accountability, and mutual support.
- Developing effective team training programs to improve organizational skills competency.

Day 4: Organizational Culture and Competence Development

- The impact of organizational culture development on shaping workplace dynamics.
- Creating a learning organization to support continuous improvement and innovation.
- Encouraging adaptability and resilience to improve organizational agility competency.
- Leadership development and succession planning for maintaining institutional success.
- Aligning strategy with competence development to ensure sustainable business growth.

Day 5: Measuring and Sustaining Organizational Competence

- Key Performance Indicators KPIs for organizational competence measurement.
- Assessing competence gaps using data-driven methods.
- Sustaining organizational development in a constantly evolving business environment.
- Evaluating training programs to ensure effectiveness and contribution to competence enhancement.
- Developing a strategic action plan to continuously improve organizational development programs.



Why Attend this Course: Wins & Losses!

- Gain a comprehensive understanding of what organizational development is and best practices for its implementation.
- Acquire skills in organizational development management and strategic planning.
- Enhance leadership, communication, and teamwork abilities for a stronger workforce.
- Develop organizational development programs that drive measurable success.
- Improve organizational skills and competencies for long-term business growth.
- Learn how to integrate organizational culture development into corporate strategies.

Conclusion

Organizational competence is the foundation of institutional success and sustainable growth. This course will provide participants with the knowledge and tools needed to define organizational competence, enhance organizational skills competency, and effectively implement organizational development management strategies. Whether you are a leader, manager, or organizational development specialist, this training will equip you with the best practices to foster organizational culture development and continuous improvement.

Enroll now to strengthen your organizational competencies and achieve business excellence!

