BLACKBIRD FOR TRAINING

Organizational Development Fundamentals

12 – 16 April 2027
Rome (Italy)



Organizational Development Fundamentals

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Introduction

This course focuses on organizational development fundamentals from a practical and analytical perspective, helping participants understand how to build organizations that are more agile, efficient, and ready for change. Organizational development is no longer limited to restructuring or improving procedures. It now requires the ability to read data, analyze performance, understand team behavior, and diagnose the gaps that affect organizational results.

The course explores the relationship between strategy, organizational structure, culture, change management, and performance improvement. It also emphasizes the use of Data Analysis and Analytics to understand organizational challenges, measure initiative effectiveness, support decision-making, and identify development priorities.

The program is structured in a progressive sequence, starting with the role of organizational development, then moving into organizational diagnosis, data analysis, initiative design, change leadership, and impact measurement. The course uses practical cases, diagnostic tools, and applied models that can be used across different workplace environments.

Course Objectives

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

- Understand the role of organizational development in improving performance and change readiness.
- Analyze the relationship between strategy, structure, culture, and operations.
- Diagnose organizational gaps that affect efficiency and performance.
- Use data analysis tools to understand performance and organizational behavior indicators.
- Apply analytics to support development and improvement decisions.
- Interpret workforce, productivity, efficiency, and engagement indicators.
- Design organizational development initiatives linked to business needs.
- Evaluate the impact of organizational structures on workflow and decision-making.
- Support change programs through structured and measurable approaches.
- Manage resistance to change and build stakeholder engagement.
- Prepare analytical reports that present diagnosis results and recommendations.
- Build an actionable organizational development plan with clear follow-up mechanisms.



Course Outlines

Day 1: Organizational Development as a Performance Improvement Tool.

- Definition of organizational development and its role in supporting strategy.
- Difference between administrative improvement and comprehensive organizational development.
- Relationship between structure, culture, processes, and results.
- Viewing the organization as an interconnected system, not separate departments.
- Identifying signs that indicate the need for organizational development.
- Understanding the impact of leadership and organizational behavior on performance.
- Analyzing stakeholders and their role in development initiative success.
- Practical exercise on identifying organizational development challenges in a simulated organization.

Day 2: Organizational Diagnosis and Gap Analysis.

- Methods for diagnosing the current organizational situation.
- Collecting information from interviews, surveys, reports, and performance indicators.
- Analyzing gaps between the current state and the desired state.
- Identifying causes of weak performance, slow execution, or overlapping responsibilities.
- Studying the relationship between internal policies and employee behavior.
- Assessing clarity of roles and responsibilities within teams.
- Building a priority map for organizational challenges.
- Practical application on preparing an initial diagnosis for an organizational case.

Day 3: Data Analysis and Organizational Analytics.

- Importance of data in organizational development decision-making.
- Difference between presenting data and turning it into usable analytics.
- Identifying key data for organizational development, including performance, turnover, absenteeism, productivity, and employee satisfaction.
- Cleaning and organizing data before analysis.
- Reading trends, patterns, and changes in performance indicators.
- Using analytics to identify causes of problems, not only their outcomes.
- Translating numerical findings into clear management messages.
- Practical workshop on analyzing organizational data and extracting actionable recommendations.

Day 4: Designing Development Initiatives and Leading Change.

- Turning diagnosis and analysis results into clear development initiatives.
- Defining initiative objectives, outputs, and success indicators.
- Designing solutions related to structure, processes, culture, or capabilities.
- Aligning development initiatives with organizational priorities.
- Managing resistance to change across teams and departments.
- Building communication plans that support acceptance of new initiatives.
- Defining the roles of leaders and managers in change execution.
- Case study on designing an organizational development initiative based on a practical scenario.



Day 5: Measuring Impact and Building an Organizational Development Plan.

- Defining indicators to measure the impact of development initiatives.
- Linking results to operational, behavioral, and financial indicators.
- Preparing follow-up reports that show progress and remaining gaps.
- Using analytics to review initiative effectiveness.
- Building a continuous improvement mechanism after implementation.
- Preparing a simple organizational development dashboard.
- Writing executive recommendations based on data and analysis.
- Final application on preparing a complete organizational development plan.

Why Attend This Course: Wins & Losses!

- Develop a deeper understanding of organizational development and its role in performance improvement.
- Diagnose organizational challenges using a structured approach.
- Use data to support development decisions instead of relying on assumptions.
- Turn performance indicators into practical and actionable insights.
- Design development initiatives linked to real organizational needs.
- Improve the ability to manage change and resistance.
- Build clearer analytical reports for management.
- Connect culture, structure, and processes with performance outcomes.
- Prioritize improvement areas based on organizational impact.
- Strengthen stakeholder communication during implementation.
- Measure development impact after execution in an organized way.
- Support the creation of a more agile and change-ready organization.

Conclusion

This course provides a strong framework for understanding organizational development fundamentals from a practical and analytical angle. It brings together diagnosis, data analysis, initiative design, change leadership, and impact measurement. The purpose is not only to understand organizational development concepts but also to apply them in reading the organization's current reality and identifying what truly needs to be improved.

The program progresses from understanding the organization as an interconnected system to diagnosing organizational gaps, then using data and analytics to extract meaningful indicators that support decisions. Participants then move into designing practical development initiatives while learning how to manage resistance to change and build stakeholder engagement.

The course also emphasizes the importance of measuring results after implementation, so development initiatives do not remain isolated activities disconnected from performance. Through practical applications, participants will prepare an organizational development plan based on clear data, logical analysis, and recommendations that can be monitored and followed up on.



By the end of the course, participants will be better able to diagnose organizational challenges, analyze data, build impactful development solutions, and lead improvement initiatives that support institutional efficiency and sustainable performance.

