

Technical Aspects of Organizational Development

Kigali (Rwanda)

14 - 18 April 2025

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Technical Aspects of Organizational Development

Code: HR28 From: 14 - 18 April 2025 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

Organizational Development OD is a strategic and systematic approach focused on enhancing organizational performance and overall effectiveness through planned change. It involves a variety of practices and strategies that promote a culture of continuous learning, adaptability, and growth within an organization.

Course Objectives

- Gain a comprehensive understanding of the key principles and theories of Organizational Development.
- Develop the ability to assess organizational needs and identify areas for improvement.
- Learn to design, implement, and evaluate effective OD interventions.
- Foster strategies to sustain organizational change and adapt to future challenges.

Course Outlines

Day 1: Introduction to Organizational Development OD

- Overview of Organizational Development
- The Role of OD in Organizational Success
- Key Concepts and Theoretical Foundations

Day 2: Assessing Organizational Needs

- Organizational Diagnosis Techniques
- Data Collection Methods
- Identifying and Addressing Organizational Gaps

Day 3: Designing OD Interventions

- Types of OD Interventions
- Strategies for Managing Change
- Engaging Stakeholders in the Change Process

Day 4: Implementing OD Interventions

- Effective Implementation Strategies
- Monitoring Progress and Evaluating Impact
- Ensuring Adaptability and Flexibility in Execution

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Day 5: Sustaining Change and Looking Ahead

- Strategies for Sustaining Long-Term Change
- Exploring Future Trends in Organizational Development
- Developing a Practical OD Action Plan

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