BLACKBIRD
FOR TRAINING

Advanced Technical Aspects of Organizational Development

Paris (France)

23 December 2024 - 3 January 2025

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Advanced Technical Aspects of Organizational Development

Introduction

Organizational Development OD is a strategic, systematic approach aimed at improving organizational performance and effectiveness through planned change. This comprehensive 10-day course is designed to equip participants with the advanced knowledge and skills necessary to successfully implement OD strategies and drive positive transformation in their organizations.

Course Objectives

- Develop a deep understanding of the core principles and theories of Organizational Development.
- Acquire the ability to assess organizational needs and identify areas for improvement.
- Learn how to design, implement, and evaluate effective OD interventions.
- Build strategies for sustaining organizational change and adapting 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
- Current Trends in OD

Day 2: Assessing Organizational Needs

- Organizational Diagnosis Techniques
- Data Collection Methods Qualitative and Quantitative
- Identifying and Addressing Organizational Gaps
- Case Studies in Needs Assessment

Day 3: Designing OD Interventions

- Types of OD Interventions e.g., team building, process consultation
- Strategies for Managing Change
- Engaging Stakeholders in the Change Process
- Aligning OD Interventions with Organizational Goals

Day 4: Implementing OD Interventions

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

- Tools and Technologies for Implementation

Day 5: Sustaining Change and Looking Ahead

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

Day 6: Leadership and Organizational Development

- The Role of Leadership in OD
- Developing Leadership Competencies for Change
- Creating a Culture of Learning and Development
- Case Studies of Successful Leadership in OD

Day 7: Team Dynamics and Collaboration

- Understanding Team Development Stages
- Fostering Collaboration and Communication
- Tools for Effective Team Management
- Facilitating Team-Based Interventions

Day 8: Measuring Success in OD Initiatives

- Key Performance Indicators KPIs for OD
- Qualitative vs. Quantitative Evaluation Methods
- Feedback Mechanisms and Continuous Improvement
- Reporting and Communicating Results

Day 9: Global Perspectives on Organizational Development

- Cross-Cultural Considerations in OD
- Global Trends Impacting Organizational Change
- Adapting OD Practices for Diverse Environments
- Case Studies from Different Regions

Day 10: Capstone Project and Future Directions

- Group Presentations of Practical OD Action Plans
- Peer Review and Feedback Sessions
- Integrating Learning for Future Application
- Setting Personal Development Goals in OD

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