BLACKBIRD FOR TRAINING

Advanced Technical Aspects of Organizational Development

19 – 30 April 2027
Geneva (Switzerland)

UK Traininig
PARTNER



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Introduction

Organizational Development OD is a strategic and systematic approach aimed at enhancing organizational performance and effectiveness through planned change. This comprehensive 2-week course is designed to provide participants with the advanced knowledge and skills necessary to successfully implement OD strategies and drive positive transformation within their organizations. You will gain expertise in the technical aspects of organizational development and learn to lead effective change processes to improve organizational performance.

Course Objectives

By the end of this course, participants will:

- Gain 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 to sustain organizational change and adapt to future challenges.
- Apply advanced technical solutions in Organizational Development to foster continuous growth and adaptability.

Course Outlines

Day 1: Introduction to Organizational Development OD

- Overview of Organizational Development: What is OD and its significance in improving organizational performance.
- The role of OD in organizational success.
- Key concepts and theoretical foundations of OD.
- Current trends in Organizational Development.

Day 2: Assessing Organizational Needs

- Organizational diagnosis techniques.
- Data collection methods qualitative and quantitative.
- Identifying and addressing organizational gaps.
- Case studies in needs assessment in organizations.



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 Organizational Development.
- 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 within teams.
- Tools for effective team management.
- Facilitating team-based interventions.

Day 8: Measuring Success in OD Initiatives

- Key Performance Indicators KPIs for measuring OD success.
- 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 to diverse environments.
- Case studies from different regions around the world.

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.

Why Attend This Course: Wins & Losses!

By joining this course, you will:

- Enhance your understanding of Organizational Development and acquire the skills to lead successful organizational change.
- Learn to assess organizational needs and address gaps that hinder performance.
- Master how to design, implement, and evaluate effective OD interventions, ensuring sustainable change within your organization.
- Gain insights into advanced technical solutions and techniques for managing complex organizational development challenges.
- Learn strategies for sustaining long-term change and adapting to evolving challenges in your organization.
- Develop leadership skills and create a culture of continuous improvement within your organization.

Conclusion

This course offers a unique opportunity to deepen your expertise in Organizational Development and acquire the skills necessary to lead your organization through transformational change. With practical exercises, case studies, and hands-on activities, you'll gain the tools and techniques to apply your knowledge in real-world settings.

Don’t miss this chance to enhance your skills in OD and drive meaningful change within your organization!

