

Strategic Organisational Development

An **informatetech** Training Course
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Transforming
Business *for* Good



Why Choose this Training Course?

An organization is only as good as its people, and the people are only as good as the training and development they receive. A primary focus of OD, HR and L&D Professionals is to ensure that development fits in with the organization requirements to ensure effective competitive advantage. This training course will greatly improve your knowledge and skills in aligning learning and development with business strategy to ensure competitive sustainable growth.

On this highly interactive and engaging training course you will master techniques to understand the strategic importance of organisational development, focus development options to add value as well as demonstrate return on investment (ROI), identify and develop your key personnel, as well as increase overall performance in your organization, and apply active succession planning. Having highly developed people in line with a clear business strategy becomes a unique differentiator in the ever competitive and demanding market.

This training course will feature:

The strategic role of training and development to ensure competitiveness, business alignment and strategic advantage
How to develop your personnel, in particular your high performers and talent
The methods employed to ensure sustainable development whilst ensuring value for money and ROI
Development options and methodologies that can be employed and demonstrated to add competitive value
The key areas to communicate to ensure business alignment and buy-in is achieved

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

Understand the strategic role of development in an organisation
Define and develop key personnel in the organisation
Apply techniques and workable solutions to ensure ROI (Return on Investment)
Demonstrate and apply techniques to develop people for increased performance
Develop strategic succession plans

Who is this Training Course for?

This training course is suitable to a wide range of professionals but will greatly benefit:

HR / OD Professionals
L&D / Training Professionals
Talent Management and People Development Professionals



Course content

Day One: The Strategic Role of Organisational Development

Strategic Organisational Development (OD)

Business Strategy: The Need for Long-term Planning for Future Skills and Competences

Aligning Training and Development to Meet Business Objectives

Organisational Development Planning: Creating a Learning Organisation

Value of Organisational Training Standards: ISO 9000; ISO 29993:2017

Day Two: Developing Key Personnel

Motivation and How People Learn

Talent Management Models, Grading and Structures

Assessment Methods: Psychometrics, Behavioural, Competency frameworks

Conducting an Effective Talent Gap Analysis

ABC Model and the 9 Box Grid of Talent Management

Alternative Development Options for High Potentials

Day Three: Managing Organisational and Individual Performance

Defining Performance Management

Setting and Defining and Cascading Powerful Objectives

Conducting an Effective Performance Discussion

Coaching and Mentoring to Achieve Business Objectives

Powerful Feedback Techniques: Motivating Individuals to Achieve Higher Potential

Creating Individual Development Plans

Day Four: Sustainable Development – Cost vs Benefit

Evaluation Models of Training and Development Interventions

Measuring ROI: Cost Benefit Methods and Models

Measuring Intangible Impacts: Behavioural, Cultural

Using Key Stakeholders and Line Management in ROI Measurement

Reporting and Controlling the ROI: Business Intelligence

Day Five: Strategic Succession Planning and Organisational Capability Review

Defining your Bench Strength

Succession Planning and the OCR process

Conducting Effective Calibration Meetings

Formulating a Strategic Talent Plan for the Organization in Line with the Business Strategy

Communicating the Strategy to the Board and the Company

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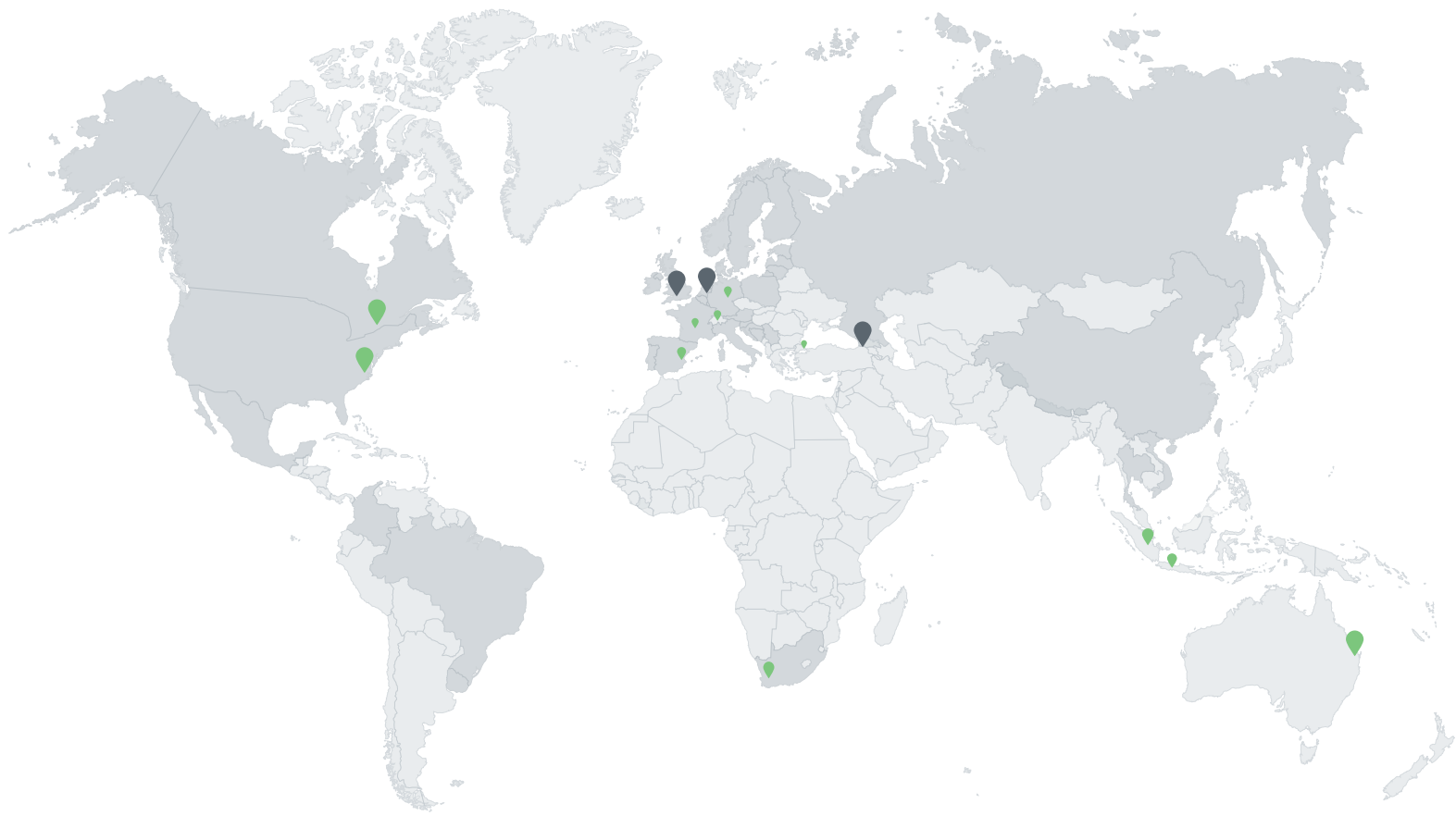
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