Certified Organizational Development Professional

(5 Days Training Course)

ACS REGISTRARS ISO 29990 | ACS REGISTRARS ISO 9001 | ilm Approved Centre | PMI Project Management Institute Registered Education Provider | bci Business Continuity Institute Corporate Partnership

Why Attend

Organizational Development (OD) is a new trend, it enhances the role of HR to become a true strategic partner in the business. This course will help you learn all about OD from definition to applications. It will also equip you with the knowledge and skills you need to translate OD strategies into actions. Furthermore, this course examines the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change.

Course Methodology

This course uses a combination of theory and practical application of course concepts. Participants will engage in simulation exercises combined with round table discussions of real life situations allowing them to gain a strong grip on the knowledge and skills presented in this course.

Course Objectives

By the end of the course, participants will be able to:
Understand the field of Organizational Development (OD)
Assess the organization readiness for development
Present OD related data analytics
Draft an OD strategy
Implement change management processes

Target Audience

The course can be attended by HR professionals, OD practitioners, HR consultants & trainers and anyone who is interested in the field of OD.

Target Competencies

Strategic thinking
Strategic planning
Analytical thinking
Working with people
Planning and organizing
Achieving goals and objectives

Course Outline

OD overview

 Introduction to the field of Organizational Development
The Main Conceptual Framework of OD
OD History and Pioneers
Action Research Model
Identifying Needs
Assessing the organization readiness for development
How OD has benefited HR and the organization?

OD analytics

Creating Data Collection Tools
Preparing and Facilitating Feedback Sessions
Conducting Interviews and Feedback
Big Data
Collecting and Analyzing Data
Presenting Data and Observations
Data collection plan
Gaining Agreement and Buy-in
Setting Priorities

OD strategy

Origins of strategy
Strategic Planning
SWOT analysis
Vision statement
Mission statement
Strategic Goals
OD strategy
Competency Centricity
Compensation Centricity
Performance Centricity
Identifying Action Plans
Creating Project Plans

OD intervention and change

Designing OD Interventions
Organizing Customer Needs
What is change management?
Implementing Change Management Process
Internal Customer Satisfaction and Engagement
Evaluating Results
Sustaining Change

OD maintenance

Preparing the organization for Maintenance
Creating a preventive system
Spending versus end results ROI
Auditing sustainability
Proactivity and continuous development
Dialogic versus Diagnostic OD