

# € TRAINING

Organizational Development OD Masterclass





# Organizational Development OD Masterclass

## Introduction:

The Organizational Development OD Masterclass training program is an intensive and advanced initiative designed to elevate participants' expertise in driving organizational change and growth. Through a comprehensive curriculum, participants delve into advanced concepts, methodologies, and best practices in OD, equipping them with the skills needed to lead transformative initiatives.

## Program Objectives:

At the end of this program, participants will be able to:

- Demonstrate knowledge of the development of OD, its goals, and the role of the OD practitioner.
- Simply and commercially-driven but creatively position and explain the value of OD to your organization.
- Recognize the requirements for successful OD delivery at the individual and functional levels.
- Get a realistic understanding of the difficulties involved.
- Take tools with you so you can use what you have learnt at work.
- Deploy tools to evaluate the efficiency of an organization and provide guidance on the use of diagnostic models to gauge the organization's health
- Gather information to help you manage and start organizational changes, knowing how data and intervention type are related.

## Targeted Audience:

- Human resources professionals.
- Consultants.
- Trainers.
- Office administration managers.
- Manager or leaders leading change projects.
- Senior Leaders.

## Program Outline:

### Unit 1:

#### Introduction to Organizational Development:

- Where does OD come from? What is it?
- What benefit does it bring?
- What connection does it have to HR?
- What does it resemble in real life?
- Removing the mystique surrounding organizations and utilizing organizational models.
- Thinking in layers' and taking the organization's overall perspective.
- The OD Mindset: systemic thinking, AND Understanding OD interventions.

### Unit 2:

#### Work of OD, its Concepts, and its Methods:

- Entry procedure.
- Organizational Diagnosis Using Transactional Analysis.
- OD as a consulting method.
- Getting to the core of the issue at hand.
- Interventions in OD.

### Unit 3:

#### Analytics:

- Making Tools for Data Collection.
- Getting Feedback Sessions Ready and Running Them.
- Interviewing and receiving feedback.
- Data Collection and Analysis Using Big Data.
- Providing Information and Observations.
- Plan for obtaining data.

- Establishing Priorities and Getting Buy-In.
- Strategy: the genesis of strategy, planning in advance, analysis of SWOT, goal statement, goals and objectives, objects of strategy.
- OD approach: Centricity of Competence, Centricity of Reimbursement, Centricity of Performance.
- Choosing Action Plans AND Establishing Project Plans.

#### Unit 4:

##### Change:

- The creation of OD interventions.
- Putting Customer Needs in Order.
- How do you manage a change?
- Putting Change Management Process in Place.
- Internal Customer Engagement and Satisfaction.
- Evaluation of Change-Sustaining Results.
- Maintenance: getting the business ready for maintenance, establishing a preventative mechanism, expenditures and final outcomes ROI, sustainability auditing, proactiveness and ongoing improvement.
- Diagnostic vs. Dialogue.

#### Unit 5:

##### Choosing a Model and Approach for Organizational Design:

- Arguing for organizational design.
- Connecting architectural decisions to economic strategies.
- Addressing the risks in the project of organizational design.
- Leaders and other stakeholders are involved.
- Tracking development both throughout and after the design process.