

€ TRAINING

Advanced Organizational Development OD



2 - 6 September 2024
Milan (Italy)



Advanced Organizational Development OD

REF: M2103 DATE: 2 - 6 September 2024 Venue: Milan (Italy) - Fee: 5940 Euro

Introduction:

The Advanced Organizational Development OD training program is a comprehensive initiative designed to equip participants with advanced skills and strategies for fostering organizational effectiveness and growth. Through a blend of theoretical frameworks, practical case studies, and experiential learning activities, participants deepen their understanding of organizational dynamics and change management principles.

Program Objectives:

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

- Enhance their ability to diagnose organizational challenges and opportunities.
- Develop strategies for implementing effective organizational change initiatives.
- Foster leadership capabilities to drive organizational development efforts.
- Cultivate skills in facilitating organizational learning and knowledge management.
- Equip themselves with tools and techniques for promoting a culture of continuous improvement.
- Design and implement OD interventions aligned with organizational goals.

Targeted Audience:

- Manager, change agent, or leader who understands the value of pulling people along with, but would like to gain more understanding on how to do it.
- Human Resource Professionals specializing in organizational development.
- Organizational Leaders seeking to drive strategic change initiatives.
- Management Consultants involved in organizational transformation projects.
- Change Management Practitioners aiming to enhance their skills.
- Employees interested in advancing their knowledge of organizational development principles and practices.

Program Outline:

Unit 1:

Demystifying the Organisation:

- What is OD and how does it add value?
- Removing the mystique surrounding organizations and utilizing organizational models.
- Thinking in layers' and taking the organization's overall perspective.
- The OD Mindset: systemic thinking.
- Understanding OD interventions.

Unit 2:

Seeing the System:

- Dialogue versus diagnostic methods.
- Patterns in issues.
- Instruments of change.

Unit 3:

Intervening in Complexity:

- Presence.
- Personal strength and resourcefulness.
- Skills in group process consulting and dialogue.
- Dynamics of Human Systems.

Unit 4:

Culture:

- Knowledge of organizational culture and prevalent mental models.
- Adaptive difficulties.
- Emergent and planned change.
- Analyzing case study examples.

Unit 5:

Organizational Design:



- Both conventional and modern methods.
- Relationship between organizational design and development.
- Models for organizational design.