

ADVANCED TECHNICAL ASPECTS OF ORGANIZATIONAL DEVELOPMENT



GENTEX[®]
TRAINING CENTER



Introduction

Advanced Technical Aspects of Organizational Development Training Course provides managers and OD practitioners with the technical grounding needed to design and lead complex change initiatives. Organizations rely on structured methods to diagnose performance gaps, redesign structures, and build lasting capability across teams. This course guides participants through advanced diagnostic models, change management frameworks, and data-driven approaches to organizational design. Furthermore, it examines how culture, structure, and systems interact to shape performance outcomes. Participants will learn to apply proven OD tools to real business challenges and measure the impact of interventions. As a result, they will leave able to lead technically sound organizational development projects that drive measurable results.

Advanced Technical Aspects of Organizational Development Course Objectives

- Apply advanced organizational diagnosis models such as the McKinsey 7-S Framework
- Design change management interventions using Kotter's 8-Step Model
- Conduct organizational culture assessments using validated diagnostic tools
- Build structured approaches to job design and organizational structuring
- Apply the Burke-Litwin Causal Model to analyze performance drivers
- Develop change readiness assessments and stakeholder analysis matrices
- Use force field analysis to identify barriers to organizational change
- Design competency frameworks that align talent with strategic goals
- Apply action research methodology to guide iterative OD interventions
- Evaluate OD initiative outcomes using performance metrics and feedback loops

Course Methodology



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Interactive lectures on advanced OD models and frameworks
- Case study analysis of real organizational change initiatives
- Hands-on diagnostic exercises using structured OD tools
- Group workshops on designing change management plans
- Application of the action research cycle to sample scenarios
- Peer feedback sessions on organizational design proposals
- Continuous Q&A to reinforce technical concepts

Who Should Take This Course

- Organizational development managers and specialists
- HR business partners leading change initiatives
- Senior managers overseeing restructuring projects
- Change management professionals and consultants
- Talent and capability development leaders
- Strategy and business transformation officers

Advanced Technical Aspects of Organizational Development Course Outlines

Day 1: Foundations of Organizational Development

- Core principles of organizational development practice
- Overview of the action research methodology
- Introduction to the McKinsey 7-S Framework
- Role of the OD practitioner in change initiatives
- Linking OD interventions to business strategy



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Common barriers to successful OD projects
- Case study: diagnosing organizational performance gaps

Day 2: Organizational Diagnosis and Assessment

- Applying the Burke-Litwin Causal Model
- Conducting culture assessments using diagnostic surveys
- Structural analysis and job design techniques
- Identifying performance gaps through data analysis
- Building diagnostic reports for stakeholders
- Using force field analysis for change barriers
- Practical exercise: organizational diagnosis workshop

Day 3: Change Management Frameworks

- Applying Kotter's 8-Step Change Model
- Building change readiness assessments
- Stakeholder analysis and engagement planning
- Managing resistance to organizational change
- Communication strategies for change initiatives
- Sequencing change interventions effectively
- Workshop: drafting a change management plan

Day 4: Structural and Capability Design

- Designing competency frameworks for strategic roles
- Aligning organizational structure with business goals
- Building talent development pathways



LEARN BOLD. LEAD BEYOND

GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Job redesign techniques for improved performance
- Succession and capability planning integration
- Measuring structural effectiveness
- Case discussion: redesigning a business unit structure

Day 5: Implementation and Impact Measurement

- Executing OD interventions using the action research cycle
- Building feedback loops for continuous improvement
- Measuring OD outcomes with performance metrics
- Sustaining change through reinforcement mechanisms
- Reporting results to senior leadership
- Adapting interventions based on evaluation data
- Final workshop: presenting an OD implementation plan

Conclusion

By successfully completing Advanced Technical Aspects of Organizational Development, participants will have acquired practical skills in organizational diagnosis, change management, structural design, and impact measurement. They will gain the ability to apply proven OD frameworks to real business challenges and lead technically sound change initiatives. This Training Course, delivered by Gentex Training Center, prepares participants to design and implement organizational development projects that strengthen performance and support sustainable growth.

FAQs





Q1 What is the "Advanced Technical Aspects of Organizational Development" course about?

This course teaches participants how to diagnose organizational performance gaps and lead structured change initiatives. It covers technical OD frameworks for assessing culture, structure, and systems, giving participants practical tools to design effective, evidence-based development interventions.

Q2 What are the key benefits of the "Advanced Technical Aspects of Organizational Development" course?

Participants gain the ability to diagnose organizational issues accurately, design effective change plans, and measure intervention outcomes. These benefits help organizations reduce resistance to change, strengthen structural alignment, and achieve lasting performance improvements.

Q3 What skills will I gain from the "Advanced Technical Aspects of Organizational Development" course?

Participants will gain skills in organizational diagnosis, change management, structural design, and impact measurement. These four core skills enable OD practitioners to lead data-driven interventions that strengthen organizational performance and capability.



Q4 What tools, methods, or standards are covered in the "Advanced Technical Aspects of Organizational Development" course?

The course covers the McKinsey 7-S Framework, the Burke-Litwin Causal Model, Kotter's 8-Step Change Model, force field analysis, and action research methodology. These tools give participants structured methods for diagnosing and guiding organizational change.

Q5 How is the "Advanced Technical Aspects of Organizational Development" course applied in real-world practice?

Participants apply OD frameworks to real business scenarios, building diagnostic reports, change management plans, and structural redesigns. These practices help organizations address performance gaps proactively and implement sustainable, evidence-based development initiatives.