

ORGANISATIONAL DEVELOPMENT SPECIALIST



GENTEX[®]
TRAINING CENTER



Introduction

The Organisational Development Specialist Training Course prepares HR and business professionals to lead change initiatives and build stronger, more adaptive organizations. Organizational development connects people strategy with business performance through structured interventions in culture, structure, and capability. This program explores proven change management models, diagnostic tools, and intervention design techniques used by leading organizational development practitioners. Furthermore, participants learn how to conduct organizational assessments, design development interventions, and measure the impact of change initiatives on performance. As a result, attendees leave with practical skills to diagnose organizational challenges, design effective interventions, and guide organizations through sustainable transformation.

Organisational Development Specialist Course Objectives

- Apply organizational diagnosis models, including McKinsey 7S and SWOT analysis
- Design change management interventions using Kotter's 8-Step Model
- Conduct organizational culture assessments and gap analyses
- Apply Lewin's Change Management Model to guide transitions
- Use action research methods to design data-driven interventions
- Build talent and leadership development programs aligned with strategy
- Apply team development models to improve group effectiveness
- Design succession planning and career development frameworks
- Measure organizational development outcomes using key metrics
- Manage stakeholder engagement throughout change initiatives

Course Methodology



LEARN BOLD. LEAD BEYOND

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



- Interactive lectures covering organizational development theories and models
- Practical workshops for designing diagnostic tools and interventions
- Case studies analyzing real organizational change projects
- Group exercises using action research and stakeholder mapping
- Simulation activities for practicing change leadership
- Discussion sessions on measuring development outcomes

Who Should Take This Course

- Organizational development specialists and practitioners
- HR managers and HR business partners
- Change management professionals
- Talent management and learning specialists
- Department heads leading transformation initiatives
- Strategic planning professionals
- Anyone responsible for driving organizational change

Organisational Development Specialist Course Outlines

Day 1: Foundations of Organizational Development

- Defining organizational development and its strategic role
- Applying the McKinsey 7S framework for diagnosis
- Conducting SWOT analysis for organizational assessment
- Understanding organizational culture and its impact
- Reviewing organizational development history and theory
- Identifying triggers for organizational change



LEARN BOLD. LEAD BEYOND

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



- Introducing action research methodology

Day 2: Diagnosis and Assessment Techniques

- Conducting organizational culture assessments
- Applying gap analysis to identify development needs
- Using employee surveys and focus groups for diagnosis
- Mapping stakeholders and their influence
- Analyzing organizational structure and workflow issues
- Applying force field analysis to change readiness
- Documenting diagnostic findings for intervention design

Day 3: Designing Change Interventions

- Applying Kotter's 8-Step Change Model
- Using Lewin's Change Management Model
- Designing team-building and group development interventions
- Building leadership development programs
- Applying appreciative inquiry techniques
- Designing communication plans for change initiatives
- Aligning interventions with organizational strategy

Day 4: Talent, Succession, and Career Development

- Designing succession planning frameworks
- Building career development pathways for employees
- Applying competency models to talent development
- Integrating learning and development with organizational goals



LEARN BOLD. LEAD BEYOND

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



- Managing high-potential talent programs
- Aligning talent strategy with organizational structure
- Reviewing case studies on successful talent frameworks

Day 5: Implementation, Measurement, and Sustaining Change

- Managing stakeholder engagement during implementation
- Overcoming resistance to organizational change
- Measuring organizational development outcomes using KPIs
- Applying evaluation models to assess intervention success
- Building feedback loops for continuous improvement
- Developing an organizational development action plan
- Presenting final action plans for organizational rollout

Conclusion

By successfully completing the Organisational Development Specialist Training Course, participants will have acquired practical knowledge of organizational diagnosis models, change management frameworks, and intervention design techniques. Additionally, they will gain skills in talent development, stakeholder engagement, and measuring development outcomes. Gentex Training Center designed this program to help professionals lead organizations through effective, sustainable, and strategically aligned transformation.

FAQs





Q1 What is the "Organisational Development Specialist" course about?

This course covers organizational diagnosis, change management, and intervention design techniques that help professionals guide organizations through effective and sustainable transformation.

Q2 What are the key benefits of the "Organisational Development Specialist" course?

Participants gain the ability to diagnose organizational challenges accurately, design effective interventions, and lead change initiatives that strengthen performance, culture, and long-term organizational resilience.

Q3 What skills will I gain from the "Organisational Development Specialist" course?

Participants develop skills in organizational diagnosis, change management, talent development, and stakeholder engagement for leading successful organizational transformation initiatives.

Q4 What tools, methods, or standards are covered in the "Organisational Development Specialist" course?

The course covers the McKinsey 7S framework, Kotter's 8-Step Change Model, Lewin's Change Management Model, action research methodology, and appreciative inquiry techniques.

LEARN BOLD. LEAD BEYOND

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



Q5 How is the "Organisational Development Specialist" course applied in real-world practice?

Organizations apply these methods by conducting culture assessments, designing change interventions, building succession plans, and measuring the impact of development initiatives on performance.

