

ORGANIZATIONAL DEVELOPMENT FUNDAMENTALS



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Introduction

Organizations grow stronger when their structures, people, and processes evolve together. This Organizational Development Fundamentals Training Course introduces participants to the core principles that drive planned, sustainable change within organizations. Furthermore, it explores how leaders diagnose organizational issues, design effective interventions, and build cultures that support long-term performance. Participants will examine proven models for managing change, improving communication, and strengthening employee engagement. As a result, they will leave equipped with practical frameworks they can apply immediately within their own workplace. This course blends theory with real-world application, giving participants the confidence to lead organizational improvement initiatives from planning through execution.

Organizational Development Fundamentals Course Objectives

- Define the core concepts and history of organizational development
- Apply diagnostic tools to assess organizational health and readiness for change
- Use the McKinsey 7-S Framework to evaluate organizational alignment
- Design structured interventions using the Action Research Model
- Apply Lewin's Change Model to plan and manage transitions
- Build strategies to strengthen organizational culture and employee engagement
- Develop competency frameworks that support workforce capability
- Use the Burke-Litwin model to analyze performance drivers
- Create communication plans that reduce resistance to change
- Measure the impact of organizational development initiatives using key metrics

Course Methodology



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- Interactive lectures paired with real case studies
- Group discussions to analyze organizational challenges
- Practical exercises using diagnostic and change management tools
- Role-play scenarios to practice leading change conversations
- Individual and team assignments to apply key frameworks
- Continuous feedback from the facilitator throughout the sessions

Who Should Take This Course

- HR professionals and business partners
- Organizational development specialists and consultants
- Line managers and team leaders
- Change management practitioners
- Talent management and learning professionals
- Executives overseeing organizational transformation

Organizational Development Fundamentals Course Outlines

Day 1: Foundations of Organizational Development

- Origins and evolution of organizational development
- Core values and principles of the field
- Key roles of an OD practitioner
- Differences between OD and general HR functions
- Overview of the Action Research Model
- Ethical considerations in OD work



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- Introduction to organizational diagnosis

Day 2: Diagnosing Organizational Issues

- Data collection methods, including surveys and interviews
- Applying the McKinsey 7-S Framework
- Using the Burke-Litwin model to identify performance gaps
- Conducting SWOT analysis at the organizational level
- Interpreting employee engagement survey results
- Identifying root causes versus surface symptoms
- Presenting diagnostic findings to stakeholders

Day 3: Planning and Designing Interventions

- Types of OD interventions and when to use them
- Structural interventions for restructuring and job design
- Human process interventions, including team building
- Techno-structural interventions for process improvement
- Designing competency frameworks for role clarity
- Aligning interventions with strategic goals
- Building an intervention roadmap

Day 4: Leading Organizational Change

- Applying Lewin's Change Model: unfreeze, change, refreeze
- Kotter's 8-Step Change Model in practice
- Managing resistance to change effectively
- Communication strategies for change initiatives



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- Building change champion networks
- Sustaining momentum during long-term transitions
- Common pitfalls in change implementation

Day 5: Sustaining Growth and Measuring Impact

- Embedding change into organizational culture
- Succession planning and leadership continuity
- Performance management systems that reinforce change
- Metrics for measuring OD success
- Continuous improvement practices
- Building a long-term OD strategy
- Action planning for post-course implementation

Conclusion

By successfully completing the Organizational Development Fundamentals Training Course, participants will have acquired practical knowledge of diagnostic tools, change models, and intervention design methods used to strengthen organizations from within. They will understand how to assess organizational health, plan structured interventions, and lead change with confidence. In addition, participants will gain the skills needed to build stronger, more adaptable workplace cultures. Gentex Training Center designed this course to prepare professionals to take an active role in shaping their organizations' future success.

FAQs





Q1 What is the "Organizational Development Fundamentals" course about?

This course introduces the principles, models, and practices used to plan and manage organizational change. It covers diagnosis, intervention design, and strategies for building stronger, more effective workplace cultures and structures.

Q2 What are the key benefits of the "Organizational Development Fundamentals" course?

Participants gain the ability to diagnose organizational challenges accurately and design effective solutions. As a result, they can support smoother transitions, stronger employee engagement, and more resilient organizational structures across their workplace.

Q3 What skills will I gain from the "Organizational Development Fundamentals" course?

Participants develop organizational diagnosis, change management, intervention design, and employee engagement strategy skills. These four core competencies allow them to lead and support structured, sustainable organizational improvement initiatives effectively.

Q4 What tools, methods, or standards are covered in the "Organizational Development Fundamentals" course?

The course covers the McKinsey 7-S Framework, Burke-Litwin model, Lewin's Change Model, Kotter's 8-Step Change Model, and the Action Research Model, alongside SWOT analysis and employee engagement survey techniques.

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Q5 How is the "Organizational Development Fundamentals" course applied in real-world practice?

Participants apply diagnostic frameworks to real organizational data, design intervention plans for specific challenges, and lead change communication efforts. These practices directly support restructuring, culture change, and performance improvement projects.

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