

ORGANIZATIONAL DEVELOPMENT IN ACTION



GENTEX[®]
TRAINING CENTER



Introduction

Strong organizations turn theory into action through disciplined, practical execution. This Organizational Development in Action Training Course guides participants through hands-on methods for driving real change within their organizations. Furthermore, it focuses on applying diagnostic data, running workshops, and executing structured interventions that produce measurable results. Participants will practice using case studies, simulations, and live exercises to build confidence in leading transformation projects. As a result, they will gain the practical experience needed to move from planning to implementation. This course emphasizes doing over discussing, giving participants tools they can apply directly to active organizational challenges.

Organizational Development in Action Course Objectives

- Apply the Action Research Model to a live organizational case
- Design and facilitate team-building interventions using experiential learning
- Use force field analysis to plan change execution
- Build stakeholder engagement plans using RACI matrices
- Run diagnostic workshops using survey feedback and focus groups
- Apply Kotter's 8-Step Model to a real implementation scenario
- Develop competency-based job redesign using structural interventions
- Create action plans using SMART goal-setting techniques
- Facilitate feedback sessions using the Johari Window model
- Track intervention outcomes using a balanced scorecard approach

Course Methodology

- Case-based learning drawn from real organizational scenarios

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- Hands-on workshops applying diagnostic and intervention tools
- Simulation exercises replicating live change situations
- Small-group facilitation practice with peer feedback
- Action-planning labs to build implementation roadmaps
- Ongoing coaching from the facilitator during exercises

Who Should Take This Course

- HR business partners and OD practitioners
- Change agents and project leads
- Team leaders managing transformation initiatives
- Internal consultants supporting restructuring efforts
- Talent and performance management professionals
- Managers implementing new organizational structures

Organizational Development in Action Course Outlines

Day 1: Turning Diagnosis into Action

- Reviewing data from surveys, interviews, and focus groups
- Applying force field analysis to identify drivers and barriers
- Prioritizing issues using impact-effort matrices
- Translating diagnostic findings into actionable themes
- Building a case for change using evidence
- Aligning findings with organizational strategy
- Preparing a diagnostic action brief





Day 2: Designing Practical Interventions

- Selecting interventions using the Action Research Model
- Structuring team-building sessions for real teams
- Applying techno-structural interventions to workflow issues
- Redesigning jobs using competency-based frameworks
- Building intervention charters with clear scope
- Sequencing interventions for maximum impact
- Piloting interventions on a small scale

Day 3: Facilitating Change Workshops

- Planning and structuring a change workshop agenda
- Using the Johari Window to guide feedback discussions
- Applying active facilitation techniques for group buy-in
- Managing difficult conversations during workshops
- Building stakeholder engagement plans with RACI matrices
- Capturing decisions and commitments in real time
- Closing workshops with clear next steps

Day 4: Executing Change Initiatives

- Applying Kotter's 8-Step Model to an implementation plan
- Building detailed action plans using SMART goals
- Assigning ownership and accountability structures
- Managing resistance during live implementation
- Communicating progress through structured updates

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- Adjusting plans based on real-time feedback
- Coordinating cross-functional implementation teams

Day 5: Measuring and Sustaining Results

- Tracking outcomes using a balanced scorecard approach
- Reviewing intervention results against original objectives
- Capturing lessons learned from implementation
- Embedding successful changes into daily operations
- Planning follow-up reinforcement activities
- Reporting results to senior stakeholders
- Building a personal action plan for the next 90 days

Conclusion

By successfully completing the Organizational Development in Action Training Course, participants will have acquired hands-on experience applying diagnostic tools, designing interventions, and executing change initiatives from start to finish. They will understand how to facilitate workshops, manage resistance, and track measurable outcomes. In addition, participants will build the practical confidence needed to lead transformation projects within their own teams. Gentex Training Center designed this course to help professionals move organizational development theory into real, results-driven practice.

FAQs





Q1 What is the "Organizational Development in Action" course about?

This course teaches participants how to implement organizational development concepts in real workplace settings. It covers running workshops, designing interventions, and executing change initiatives from diagnosis through measurable results.

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

Participants gain hands-on experience applying OD tools to live scenarios. As a result, they can execute change initiatives with greater confidence, reduce resistance, and deliver measurable improvements within their organizations.

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

Participants develop change facilitation, intervention design, stakeholder engagement, and implementation planning skills. These four core competencies allow them to move organizational change projects from concept to successful, measurable execution.

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

The course covers force field analysis, RACI matrices, the Johari Window, Kotter's 8-Step Model, SMART goal-setting, and balanced scorecard tracking, alongside the Action Research Model for structured intervention design.

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

Participants apply the tools directly to case studies and simulations, practicing workshop facilitation, action planning, and outcome tracking. These exercises mirror real implementation challenges faced during active change projects.

