ORGANIZATIONAL DEVELOPMENT (OD)

Amsterdam - Netherlands
23 - Mar 2026 - 27 - Mar 2026
$6,000

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Introduction

In today's dynamic business landscape, organizations must continuously adapt and evolve to remain successful. Organizational development (OD) plays a critical role in this process. This intensive five-day program, offered by Gentex Training Center, equips professionals with the knowledge and skills needed to contribute to and champion organizational development initiatives. Through interactive workshops, case studies, and practical exercises, participants gain the ability to assess organizational needs, design interventions, and facilitate positive change within their organizations.

Organizational Development (OD) Course Objectives:

Master the core principles of organizational development (OD) and its role in organizational effectiveness.

Gain a comprehensive understanding of the different models and frameworks used in OD practice.

Develop skills for conducting organizational assessments to identify areas for improvement.

Explore best practices for designing and implementing effective OD interventions aligned with organizational needs.

Master techniques for facilitating communication, collaboration, and conflict resolution within teams.

Understand the importance of building a culture of continuous learning and development within the organization.

Analyze real-world case studies to apply OD principles and strategies in practical scenarios.

Formulate a personalized action plan to contribute to or lead OD initiatives within your organization.

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Course Methodology

This interactive program utilizes a participant-centered approach. It blends lectures from OD experts with interactive workshops, real-world case studies, group discussions, role-playing exercises, and collaborative planning sessions. Participants actively engage in exploring different OD models, practicing assessment techniques, and developing strategies for implementing successful OD interventions. Through experiential learning, participants gain the practical skills and theoretical knowledge needed to become champions of organizational development, fostering a culture of continuous improvement and growth within their organizations.

Who Should Take This Course

HR professionals interested in expanding their knowledge and skills in organizational development.

Managers and leaders seeking to develop their teams and drive organizational change.

Business consultants and change agents responsible for facilitating organizational development initiatives.

Anyone interested in gaining the knowledge and tools to contribute to a more effective and adaptable organization.

Organizational Development (OD) Course Outline:

Day 1: Building the Foundation: Understanding Organizational Development

Unveiling the Importance of Organizational Development (OD) for Organizational Success

Exploring the Core Principles and Values of OD Practice

Understanding Different Models and Frameworks Used in Effective OD Interventions

Day 2: Diagnosing Your Organization: Assessment and Needs Identification

Mastering Techniques for Conducting Effective Organizational Assessments

Identifying Key Drivers and Obstacles to Organizational Effectiveness

Analyzing Data to Determine Strategic Priorities for OD Initiatives

Day 3: Designing Solutions: OD Interventions for Change and Growth

Exploring Different Types of OD Interventions: Team Building, Leadership Development, and Process Improvement

Designing Effective Interventions Aligned with Organizational Needs and Goals

Developing Strategies for Building Stakeholder Buy-In and Support

Day 4: Facilitating Change: Communication and Collaboration Strategies

Mastering Techniques for Effective Communication and Facilitation During Change Initiatives

Fostering Collaborative Problem-Solving and Decision-Making Within Teams

Developing Strategies for Managing Resistance and Conflict During Change

Day 5: Building a Culture of Continuous Improvement: Measuring Change and Sustaining Success

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Understanding Techniques for Evaluating the Effectiveness of OD Interventions

Exploring Strategies for Embedding Continuous Learning and Development Within the Organization

Developing a Personalized Action Plan to Implement Effective OD Practices Within Your Organization

Conclusion

By successfully completing this comprehensive program offered by Gentex Training Center, participants gain the knowledge and practical skills needed to become key contributors to organizational development. They will be equipped to assess organizational needs, design and implement effective interventions, and facilitate positive change. This enhanced knowledge empowers them to become champions of a culture of continuous improvement, ultimately leading to a more adaptable and thriving organization.

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