

ORGANIZATIONAL DEVELOPMENT (OD)



GENTEX[®]
TRAINING CENTER



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.



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

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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.

FAQs

Q1 What is the "Organizational Development (OD)" course about?

The Organizational Development (OD) course focuses on the principles, models, and practices used to improve organizational effectiveness. It covers organizational assessment, change initiatives, intervention design, communication, collaboration, and continuous improvement to help organizations adapt and grow successfully.

Q2 What are the key benefits of the "Organizational Development (OD)" course?



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This course enables participants to assess organizational needs, design effective development interventions, facilitate change initiatives, strengthen collaboration, manage resistance to change, and promote a culture of continuous learning and organizational improvement.

Q3 What skills will I gain from the "Organizational Development (OD)" course?

Participants will develop Organizational Assessment, Organizational Development Planning, Change Management, and Team Facilitation. These core skills support the identification of organizational improvement opportunities, implementation of effective interventions, and successful management of organizational change.

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

The course covers organizational assessment techniques, OD models and frameworks, stakeholder engagement strategies, team-building interventions, leadership development, process improvement methods, communication and facilitation techniques, conflict resolution, evaluation of OD interventions, and continuous improvement practices.

Q5 How is the "Organizational Development (OD)" course applied in real-world practice?

Participants apply their learning through workshops, case studies, role-playing exercises, collaborative planning sessions, and practical organizational assessments. These activities help professionals develop, implement, and evaluate organizational development initiatives that improve effectiveness and support sustainable organizational growth.

