

TECHNICAL ASPECTS OF ORGANIZATIONAL DEVELOPMENT



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Introduction

Technical Aspects of Organizational Development Training Course equips professionals with the analytical tools needed to design and implement effective organizational change. Furthermore, it explores how structured diagnostic models, process mapping techniques, and change management frameworks work together to guide successful transformation efforts. Participants learn to apply organizational diagnosis tools, design intervention strategies, and measure results using data-driven methods. As a result, attendees gain the technical depth needed to move beyond theory and lead practical development initiatives. This Training Course also covers how to align organizational structure, culture, and systems, ensuring that development efforts produce lasting, measurable improvement.

Technical Aspects of Organizational Development Course Objectives

- Apply the Burke-Litwin model for organizational diagnosis
- Use process mapping to identify inefficiencies
- Design organizational structure aligned with strategic goals
- Apply McKinsey 7S framework to assess organizational alignment
- Build data collection tools for organizational assessment
- Design intervention strategies for identified performance gaps
- Apply change management models to guide transformation
- Use surveys and interviews to gather diagnostic data
- Measure organizational development outcomes using KPIs
- Create action plans for sustained organizational improvement

Course Methodology

- Interactive lectures combined with diagnostic case studies

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- Hands-on workshops using organizational assessment tools
- Group exercises applying process mapping techniques
- Practical sessions designing intervention strategies
- Data analysis exercises using sample organizational data
- Peer review of draft development action plans

Who Should Take This Course

- Organizational development specialists and consultants
- HR professionals leading change initiatives
- Business analysts supporting transformation projects
- Department heads managing structural change
- Change management practitioners

Technical Aspects of Organizational Development Course Outlines

Day 1: Foundations of Organizational Development

- Defining organizational development and its technical scope
- Reviewing the Burke-Litwin model of organizational change
- Understanding the McKinsey 7S framework
- Identifying the stages of the OD process
- Recognizing common organizational performance gaps
- Setting objectives for a development initiative
- Aligning OD efforts with business strategy





Day 2: Organizational Diagnosis

- Applying diagnostic models to assess organizational health
- Designing data collection tools for assessment
- Conducting surveys and structured interviews
- Using process mapping to identify inefficiencies
- Analyzing organizational structure and reporting lines
- Identifying root causes of performance gaps
- Documenting diagnostic findings clearly

Day 3: Designing Interventions

- Structuring organizational structure aligned with strategy
- Designing intervention strategies for identified gaps
- Applying job redesign and role clarification techniques
- Building process improvement plans
- Prioritizing interventions based on impact and feasibility
- Aligning interventions with organizational culture
- Preparing intervention proposals for leadership approval

Day 4: Managing the Change Process

- Applying change management models to guide transformation
- Identifying sources of resistance to change
- Building stakeholder engagement plans
- Communicating change initiatives effectively
- Training managers to support implementation

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- Sequencing change activities for smoother adoption
- Monitoring change progress during rollout

Day 5: Measuring and Sustaining Results

- Measuring organizational development outcomes using KPIs
- Building dashboards to track improvement metrics
- Conducting post-implementation reviews
- Creating action plans for sustained improvement
- Embedding continuous improvement practices
- Reporting development outcomes to leadership
- Planning the next cycle of organizational assessment

Conclusion

By successfully completing Technical Aspects of Organizational Development, participants will gain a thorough understanding of diagnostic models, intervention design, and change management methods. In addition, they will have acquired practical skills in process mapping, data-driven assessment, and outcome measurement that support lasting organizational improvement. This Training Course, delivered by Gentex Training Center, prepares professionals to lead technically sound development initiatives that strengthen organizational performance.

FAQs





Q1 What is the "Technical Aspects of Organizational Development" course about?

This course covers the technical tools and frameworks used to diagnose organizational issues and design effective interventions. It focuses on applying structured, data-driven methods rather than general change theory alone.

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

Participants learn to identify performance gaps accurately and design interventions that produce measurable results. Furthermore, they gain the technical skills to support transformation projects with credible, evidence-based analysis.

Q3 What skills will I gain from the "Technical Aspects of Organizational Development" course?

You will develop skills in organizational diagnosis, process mapping, intervention design, and outcome measurement. These skills allow you to lead development projects using structured, technical methods.

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

The course covers the Burke-Litwin model, the McKinsey 7S framework, process mapping, and KPI-based measurement systems. These tools support rigorous, technically grounded organizational analysis.

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Q5 How is the "Technical Aspects of Organizational Development" course applied in real-world practice?

Graduates apply these methods by conducting organizational diagnoses, designing targeted interventions, and tracking outcomes through KPI dashboards. As a result, organizations achieve structured, measurable improvement rather than ad hoc change.

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