informatech

HUMAN RESOURCES AND TRAINING | HRT-003

Certified Organization Development Professional

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Course content

Why Attend

Organizational Development (OD) is a new trend, it enhances the role of HR to become a true strategic partner in the business. This course will help you learn all about OD from definition to applications. It will also equip you with the knowledge and skills you need to translate OD strategies into actions. Furthermore, this course examines the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change.

This course uses a combination of theory and practical application of course concepts. Participants will engage in simulation exercises combined with round table discussions of real life situations allowing them to gain a strong grip on the knowledge and skills presented in this course.

By the end of the course, participants will be able to:

• Understand the field of Organizational Development (OD)

• Assess the organization readiness for development

• Present OD related data analytics

• Draft an OD strategy

• Implement change management processes

The course can be attended by HR professionals, OD practitioners, HR consultants & trainers and anyone who is interested in the field of OD.

• Strategic thinking

• Strategic planning

• Analytical thinking

• Working with people

• Planning and organizing

• Achieving goals and objectives

Course outline

Course content

Course outline

OD overview

- Introduction to the field of Organizational Development
- The Main Conceptual Framework of OD
- OD History and Pioneers
- Action Research Model
- Identifying Needs
- Assessing the organization readiness for development
- How OD has benefited HR and the organization?

OD analytics

- Creating Data Collection Tools
- Preparing and Facilitating Feedback Sessions
- Conducting Interviews and Feedback
- Big Data
- Collecting and Analyzing Data
- Presenting Data and Observations
- Data collection plan
- Gaining Agreement and Buy-in
- Setting Priorities

OD strategy

- Origins of strategy
- Strategic Planning

Course content

Course outline

- SWOT analysis
- Vision statement
- Mission statement
- Strategic Goals
- OD strategy
- Competency Centricity
- Compensation Centricity
- Performance Centricity
- Identifying Action Plans
- Creating Project Plans

OD intervention and change

- Designing OD Interventions
- Organizing Customer Needs
- What is change management?
- Implementing Change Management Process
- Internal Customer Satisfaction and Engagement
- Evaluating Results
- Sustaining Change

OD maintenance

- Preparing the organization for Maintenance
- Creating a preventive system
- Spending versus end results ROI

Course content

Course outline

- Auditing sustainability
- Proactivity and continuous development
- Dialogic versus Diagnostic OD

Seminar dates

Available seminar dates

Live dates and pricing for Certified Organization Development Professional generated from the course details page.

Date	Location	Format	Fee
7 - 11 September 2026	Paris - France	Classroom	**€3,600.-**
12 - 16 October 2026	Frankfurt - Germany	Classroom	**€2,600.-**
9 - 13 November 2026	Barcelona - Spain	Classroom	**€3,080.-**
14 - 18 December 2026	Frankfurt - Germany	Classroom	**€2,600.-**
18 - 22 January 2027	London - U.K	Classroom	**€3,360.-**
15 - 19 February 2027	Munich - Germany	Classroom	**€3,400.-**
15 - 19 March 2027	Barcelona - Spain	Classroom	**€3,080.-**
19 - 23 April 2027	Paris - France	Classroom	**€3,600.-**
17 - 21 May 2027	Frankfurt - Germany	Classroom	**€2,600.-**
21 - 25 June 2027	Barcelona - Spain	Classroom	**€3,080.-**
19 - 23 July 2027	Frankfurt - Germany	Classroom	**€2,600.-**
16 - 20 August 2027	London - U.K	Classroom	**€3,360.-**
20 - 24 September 2027	Munich - Germany	Classroom	**€3,400.-**
18 - 22 October 2027	Barcelona - Spain	Classroom	**€3,080.-**
15 - 19 November 2027	Paris - France	Classroom	**€3,600.-**
20 - 24 December 2027	Frankfurt - Germany	Classroom	**€2,600.-**