

# GULF INSTITUTE



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# Certified Organization Development Professional

## 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.

## Course Methodology

- 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.

## Course Objectives

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

## Target Audience

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

## Target Competencies

- Strategic thinking
- Strategic planning
- Analytical thinking
- Working with people
- Planning and organizing
- Achieving goals and objectives

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

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