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LEADERSHIP AND MANAGEMENT | LM-015

Organizational Development in Action

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Course content

Why Attend

Organizations that succeed over the long term are those that continuously adapt, evolve, and align their people, processes, and strategy. Organizational development (OD) is not just a theoretical concept—it is a practical discipline that drives performance, strengthens culture, and enables sustainable growth.

This course is designed to provide a hands-on understanding of how organizational development principles are applied in real workplace settings. It focuses on diagnosing organizational challenges, designing effective interventions, and leading change initiatives that improve performance and engagement.

Participants will gain practical tools to assess organizational effectiveness, manage change, and build a culture that supports continuous improvement and innovation.

Course Methodology

This programme uses a practical, action-oriented approach:

- Real-world case studies and organizational scenarios
- Group discussions and interactive workshops
- Diagnostic tools and assessment exercises
- Role-playing and change simulation activities
- Practical frameworks for implementing OD initiatives

Course Objectives

By the end of this programme, participants will be able to:

- Understand core concepts and frameworks of organizational development
- Diagnose organizational challenges and performance gaps
- Design and implement effective OD interventions
- Lead and manage organizational change initiatives



Course content

Course Objectives

• Improve employee engagement and organizational culture

• Align people strategies with business objectives

• Measure and sustain organizational improvement efforts

Target Audience

This course is suitable for:

• HR and Organizational Development Professionals

• Managers and Team Leaders

• Change Management Practitioners

• Learning and Development Specialists

• Business Partners and Strategy Professionals

• Anyone involved in improving organizational performance

Target Competencies

Participants will develop competencies in:

• Organizational diagnosis and analysis

• Change management and transformation

• Culture development and employee engagement

• Strategic alignment and performance improvement

• Leadership in organizational change

• Problem-solving and decision-making in OD

• Implementation of development initiatives



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Course outline

Day 1: Foundations of Organizational Development

- Introduction to organizational development concepts
- Role of OD in modern organizations
- Systems thinking and organizational effectiveness
- Understanding organizational structure and culture
- Identifying performance gaps and challenges
- Overview of OD models and frameworks

Day 2: Organizational Diagnosis and Assessment

- Techniques for diagnosing organizational issues
- Data collection methods (surveys, interviews, observations)
- Analyzing organizational performance and culture
- Identifying root causes of problems
- Using diagnostic tools and frameworks
- Practical exercise: organizational assessment

Day 3: Designing OD Interventions

- Types of OD interventions (structural, behavioral, strategic)
- Aligning interventions with business objectives
- Employee engagement and team development strategies
- Leadership development and capability building
- Communication strategies for change
- Case study: designing an OD intervention

Day 4: Leading and Managing Change



Course content

Course outline

- Change management principles and models
- Managing resistance to change
- Building commitment and stakeholder engagement
- Leadership role in transformation
- Implementing change initiatives effectively
- Simulation exercise: leading organizational change

Day 5: Sustaining Organizational Performance

- Measuring success of OD initiatives
- Performance management and continuous improvement
- Embedding change into organizational culture
- Building agile and adaptive organizations
- Lessons learned and best practices
- Final group exercise and action planning



Seminar dates

Available seminar dates

Live dates and pricing for Organizational Development in Action generated from the course details page.

Date	Location	Format	Fee
9 - 13 November 2026	Frankfurt - Germany	Classroom	**€2,600.-**
14 - 18 December 2026	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
15 - 19 February 2027	London - U.K	Classroom	**€3,360.-**
15 - 19 March 2027	Geneva - Switzerland	Classroom	**€4,200.-**
19 - 23 April 2027	Barcelona - Spain	Classroom	**€3,080.-**
17 - 21 May 2027	Paris - France	Classroom	**€3,600.-**
21 - 25 June 2027	Frankfurt - Germany	Classroom	**€2,600.-**
19 - 23 July 2027	Barcelona - Spain	Classroom	**€3,080.-**
16 - 20 August 2027	Barcelona - Spain	Classroom	**€3,080.-**
20 - 24 September 2027	London - U.K	Classroom	**€3,360.-**
18 - 22 October 2027	Cape Town - South Africa	Classroom	**€2,272.-**
15 - 19 November 2027	Barcelona - Spain	Classroom	**€3,080.-**
20 - 24 December 2027	Paris - France	Classroom	**€3,600.-**

Live online option	Online delivery is available at €1,850.-.