

Organizational Development: Designing Successful Organizational Performance

Intended Audience	Mid-Level	Delivery Options	2-Day In-Person (Onsite or Seminar)
HR Competencies	<ul style="list-style-type: none">• Leadership & Navigation• Consultation• HR Expertise (HR Knowledge)	Recertification*	SHRM: 15 PDCs

Program Overview

Become a highly valued HR leader by learning to bring a systems perspective to your organization. Develop your ability to identify business performance barriers and opportunities, determine underlying causes, focus on system impacts, clarify potential consequences of various interventions, and implement alternatives that provide long-term benefits. Through an integrated case study and hands-on activities, gain experience with systems thinking, organizational culture, change management, coaching, group dynamics, and aligning strategy, organizational design, performance management, and rewards.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Appreciate the scope and challenges of organizational development (OD).
- Describe the OD process and a framework for applying OD interventions.
- Apply a systems framework for assessing, diagnosing, and identifying appropriate OD interventions.
- Identify the need for a change management process and the key steps to support the organization in implementing change.



*Visit shrm.org/seminars for the most up-to-date recertification credit details.

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: What Is OD?
 - The concept of OD
 - Defining OD
- Module 3: OD and Organizational Strategy
 - The role of OD in an organization's overall business strategy
- Module 4: Systems Thinking
 - The Systems Thinking model for approaching change within an organization
- Module 5: Organization Structure and Culture
 - Different ways in which an organization might be structured
 - Exploring organizational culture
- Module 6: Major Topics in the OD Profession
 - Key OD anchors
- Module 7: Process Model for OD Interventions
 - Exploring the steps in the OD process model
- Module 8: Planned Organizational Change Efforts
 - Different ways to embrace change
 - Change commitment curve
- Module 9: Change Interventions
 - Types of change interventions
- Module 10: Teams and the OD Practitioner
 - Building effective teams
 - Stages of team development
- Module 11: Conclusion