

INTRODUCTION TO ORGANIZATIONAL DEVELOPMENT

Overview

Today's business challenges call for organizations to design and implement the structures, processes, and systems that will allow their people to flourish – and that will spur change and growth in order to keep up with the competitive marketplace.

In this workshop, receive an introduction to the discipline of organizational development, a simple yet effective lens to help you properly view organizational change and learn how to apply a core OD process to diagnose issues and build momentum for change. Participants in this workshop leave with practice tools and advice from the session facilitator – an experienced OD consultant – that is immediately applicable to their OD initiatives.

Who Should Attend

New OD practitioners and anyone with little or no background in OD

Benefits & outcomes

- How to connect your OD initiatives to strategic business models
- How to use the action research process to diagnose opportunities for improving the organization
- How to define critical success factors and target specific interventions for hard-hitting, bottom-line OD
- How to clearly define your role as an internal OD consultant

Module 1: OD and the Business

- The drivers of change
- Organizational development and consulting
- Others' definitions of OD
- The roots of current organizational development practice
- What is OD consulting work?
- OD consulting roles
- The multiple roles of the consultant
- Defining a business model
- Sample strategic business model
- Drivers of change map
- Systems models of OD
- The Linkage Organizational Design Wheel

Module 2: Action Research Diagnostic Phases

- Beginning the OD process: action research - the foundation of OD
- Gaining entry
- Moving closer to business opportunities
- Inquiry - the critical OD skill
- Consulting contract checklist
- Data collection
- Systemic data collection
- Pros and cons of data collection and benchmarking

Module 3: Action Research Implementation Phases

- Critical success factors
- Implications wheel
- Implementation planning
- Stakeholder commitment chart
- Our new client-focused structure
- Evaluation levels for OD interventions
- A catalogue of measurement
- Criteria for selecting OD intervention for levels 4 & 5 evaluation

Linkage Training Programs are approved by the following organizations

