

## THE OD LAB FOR EXPERIENCED PRACTITIONERS

OFFERED IN EXCLUSIVE PARTNERSHIP WITH GEOFF BELLMAN

### Overview

This workshop is designed to take place in a “lab” environment which is highly interactive and challenging for participants. This workshop will test your knowledge, skills, and assumptions about organization development and introduce you to other practitioners’ tools and techniques.

You will share best practices and discuss real business cases to analyze the effectiveness of your own approach. You will also gain practical insights, based on the work of Geoff Bellman, on the core competencies needed to drive the consulting process. Learn how to step back and see your work from a fresh perspective, while exploring alternatives to make an impact on your organization.

Participants receive a free copy of Geoff Bellman’s book *The Beauty of the Beast*

### Who Should Attend

Experienced OD practitioners who want to add innovative OD techniques and tools to their repertoire and strengthen their ability to forge even more powerful client partnerships

### Benefits & outcomes

- Further develop and deepen your individual point of view as a consultant
- Gain a clearer understanding of organizations to better identify opportunities for change
- Proactively identify and avoid the most common derailers of your OD initiatives
- Develop your individual action plan to broaden and focus your OD approach
- Sharpen the metrics of your OD initiatives to improve rigor and drive business results

### Program Curriculum

#### Peworkk

- Pre-workshop questionnaire
- Prepare a description of a current OD initiative (guiding questions will be provided)
- Bring your own best practice tools to share

#### Unit 1 Organizations

- Your Individual Project
- Your Organization’s Contribution
- Benefits of Defining the Beauty and the Beast in Organizations
- Apply the Beauty and the Beast to your Individual Project
- Organizations’ Contributions and Dilemmas

#### Unit 2 The Consulting Process

- How You Approach Consulting Projects
- A Ten Step Consulting Process
- Consulting Traps to Avoid in the Consulting Process
- Entering a Client Relationship
- Implications for the Mid-Consulting Process
- Your Approach to Consulting
- Building Your Power with Clients
- Your Approach to Building and Maintaining Client Relationships
- Field Trip: Exploring Organizations

## Unit 3 Organizational Analysis and Tools

- The Linkage Organization Design Wheel
- A Systems Approach to Organizational Design

## Unit 4 Business Scenario Planning

- Understanding and Recognizing Patterns
- Strategic Drivers Map
- What Is Driving Your Strategy?
- A Case Study in Organization Development
- Conducting a Factor Analysis for Your Organization
- Scenario Development for Your Organization
- Choosing the Highest Impact OD Initiatives

## Unit 5 Organizational Renewal

- How You Renew Organizations
- Assertions about Change—Statements & Questions
- Geoff Bellman's 20 Assertions
- Your Assertions and Beliefs about Renewing Organizations

## Unit 6 The Consultant Role

- The Role of a Consultant
- The Gifts You Bring to Clients
- Consultants' Secrets
- Your Individual Profile as Consultant
- What Do You Stand For?
- Learning from Others
- Action Plan

Linkage Training Programs are approved by the following organizations

