PARTNERS IN KNOWLEDGE UK LTD
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Comprehensive Exploration of Organisational Development (OD)

PIK726-0427 SNGP-1

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Place	: Singapore	**Venue**	: Compass Offices (Singapore Land Tower) - TBC		
Start Date	: 26-04-2027	**End Date**	: 30-04-2027	**PPP**	: £4550

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If you can't train them, you can't blame them!

Short Description:

COURSE OVERVIEW The training program is structured to offer participants a comprehensive exploration of the field of organisational development (OD). It focuses on imparting advanced skills and knowledge essential for effectively leading and facilitating organisational change. By delving into the foundational concepts of OD, the program aims to enhance participants' understanding and capabilities, preparing them for more complex challenges in the realm of organisational transformation. Moreover, the curriculum is designed to elevate participants to a higher level of expertise in driving organisational change initiatives. It emphasises practical applications and strategic approaches that are critical for navigating the intricacies of OD. Through this program, participants will not only gain theoretical insights but also develop the necessary competencies to implement impactful changes within their organisations, ultimately fostering a culture of continuous improvement and adaptation.

Course Overview:

COURSE OBJECTIVES

At the end of this program, the participants will be able to:

- Gain a comprehensive understanding of the principles, theories, and models of organisational development.
- Develop advanced skills in diagnosing organisational issues and designing interventions.
- Learn effective techniques for managing resistance to change and fostering employee engagement.
- Acquire tools and strategies for facilitating large-scale organisational change initiatives.
- Explore the role of leadership in driving organisational development and change.
- Enhance communication and interpersonal skills essential for successful OD practice.
- Understand the ethical considerations and challenges in organisational development.

TARGET AUDIENCE

- Organisational development practitioners.
- Organisational development consultants.
- HR professionals driving organisational change.
- Senior managers involved in organisational transformation.
- Leaders participating in organisational transformation.
- Change agents facilitating OD initiatives.
- Trainers and coaches specialising in organisational development.

Program Outline:

DAY 1: Foundations of Organisational Development

1. Introduction to advanced concepts in organisational development.
2. Overview of theories and models of organisational development (OD).

3. Tools and techniques for diagnosing organisational issues.
4. Ethical considerations in organisational development practice.
5. Application of OD concepts in real-world scenarios.

DAY 2: Designing and Implementing Change Interventions

1. Design effective change interventions.
2. Manage resistance to change.
3. Engage stakeholders in the change process.
4. Build a culture of change.
5. Implement and assess the impact of change interventions.

DAY 3: Leading Large-Scale Change

1. Understand the principles of leading and managing large-scale change initiatives.
2. Create effective change management strategies to guide the process.
3. Implement effective communication techniques to convey changes.
4. Foster a culture that supports and embraces change.
5. Maintain momentum to ensure the sustainability of changes over time.

DAY 4: Leadership in Organisational Development

1. The role of leadership in driving organisational development (OD).
2. Building capabilities in leadership to facilitate change.
3. Fostering a culture that supports effective leadership.
4. Empowering leaders to act as change agents.
5. Enhancing leadership skills to promote successful organisational transformation.

DAY 5: Facilitating Organisational Development

1. Develop facilitation skills for OD practitioners.
2. Understand group dynamics and promote team development.
3. Implement coaching and mentoring strategies for effective change.
4. Evaluate and measure outcomes of organisational development.
5. Foster an environment that supports continuous improvement in OD practices.