



## Organizational Change and Development

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# Organizational Change and Development

## Introduction:

Organization Development (OD) and Change Management is an emergent field dedicated to build more effective organizations. In this course, participants will learn how to develop or redevelop aligned strategy structure and prepare the minds of the people in a positive direction for the new change; they will also learn best OD theories, practices and applications in order to help them to become a knowledgeable OD practitioner.

## Who Should Attend?

- Managers
- Supervisors
- HR Staff
- Those who need to improve their knowledge of Organizational Change and Development

## Methodology:

This interactive Training will be highly interactive, with opportunities to advance your opinions and ideas and will include;

- Lectures
- Workshop & Work Presentation
- Case Studies and Practical Exercise
- Videos and General Discussions

## Certificate:

BTS attendance certificate will be issued to all attendees completing minimum of 80% of the total course duration.

## Program Objectives:

- Describing and applying organization development process
- Reviewing and practicing skills needed to be a successful change agent
- Learning different approaches used by internal and external OD consultants
- Applying maxims of effective organizational change
- Learning how to review and avoid top mistakes made by OD consultants

## Contents:

### DAY 1:

- Introduction
- Define organization development vs. unplanned change
- Differentiate pros and cons of internal and external consultants
- Review skills and roles needed for OD consultants
- Some examples and skills

### DAY 2:

- Overview of the OD process
- Identify the client and build client commitment
- How to write an effective change proposal
- Review interpersonal issues in entering and contracting

### DAY 3:

- List reasons of change resistance and what to do about them

- Review and apply the maxims of effective organizational change
- Skills and practices in overcoming resistance to change
- Diagnosis and diagnostic methods

#### **DAY 4:**

- levels of diagnosis
- Pros and cons of data collection methods
- Skills and practice in survey design
- Introduce and apply the data collection cycle
- Introduce types of interventions by level of diagnosis

#### **DAY 5:**

- Choose appropriate interventions based on diagnostic data
- Review intervention evaluation methods
- Skills and practices in intervention action planning
- Course conclusion