Organizational Development Masterclass: Leading Change

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Malaga (Spain)



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Why This Course

Organizational development and change management are essential for leaders who need to guide people, systems, and culture through transformation. Successful change is not only about introducing new processes; it requires accurate diagnosis, stakeholder engagement, clear communication, ethical leadership, and the ability to sustain improvement over time.

This intensive 1-week Organizational Development and Change Management Masterclass equips leaders and change agents with advanced tools to diagnose organizational challenges, design effective interventions, and lead sustainable transformation. The course covers OD theories, assessment methods, change models, stakeholder engagement, resistance management, facilitation, coalition building, communication, impact measurement, culture change, and continuous improvement. Through practical exercises and real-world application, participants will strengthen their ability to lead complex change initiatives with confidence and credibility.

What You'll Learn and Practice

By joining this program, you will:

- Understand key OD theories, models, and practical applications.
- Identify the role, competencies, and ethical responsibilities of OD practitioners.
- Diagnose organizational issues using structured assessment techniques.
- Collect, analyze, and interpret organizational data.
- Identify leverage points for meaningful change.
- Present diagnostic findings clearly to stakeholders.
- Develop change strategies and transformation roadmaps.
- Apply change management models and approaches.
- Conduct stakeholder analysis and engagement planning.
- Overcome resistance to change.
- Facilitate group processes and OD interventions.
- Build coalitions for change and communicate transformation priorities.
- Measure the impact of OD interventions and sustain organizational change.



The Program Flow

Day 1: Foundations of Organizational Development

- Explore the evolution of OD theory and practice.
- Understand core OD models and frameworks.
- Define the role and competencies of the OD practitioner.
- Examine ethical considerations in organizational development.
- Connect OD principles with real organizational transformation needs.

Day 2: Diagnosing Organizational Systems

- Apply organizational assessment techniques.
- Use data collection methods such as interviews, surveys, observation, and document review.
- Analyze organizational data to identify patterns and root causes.
- Identify leverage points for change.
- Present findings to stakeholders in a clear and constructive way.

Day 3: Designing and Implementing Change Initiatives

- Explore change management models and approaches.
- Develop a change strategy and implementation roadmap.
- Conduct stakeholder analysis and engagement planning.
- Identify sources of resistance to change.
- Design interventions that are aligned with organizational goals and culture.

Day 4: Leading and Facilitating Change

- Strengthen change leadership competencies.
- Facilitate group processes, workshops, and OD interventions.
- Build coalitions that support transformation.
- Develop communication strategies for change initiatives.
- Lead people through uncertainty with clarity, empathy, and structure.

Day 5: Evaluating and Sustaining Change

- Measure the impact of OD interventions.
- Define indicators for change progress and success.
- Embed change into organizational culture and daily practices.
- Apply continuous improvement and organizational learning approaches.
- Explore future trends in OD and change management.



Individual Impact

- Build confidence in diagnosing organizational issues and leading change.
- Strengthen stakeholder engagement, facilitation, and communication skills.
- Improve ability to design practical and sustainable OD interventions.
- Gain tools for managing resistance and supporting adoption.
- Develop stronger personal change leadership capability.

Work Impact

- Improve organizational readiness for transformation.
- Strengthen alignment between change initiatives and strategic goals.
- Reduce resistance through better communication and stakeholder engagement.
- Support sustainable culture change and continuous improvement.
- Improve the effectiveness of OD interventions and transformation programs.

Training Methodology

This program combines OD theory with practical change leadership application through:

- OD model and framework discussions.
- Organizational diagnosis and assessment exercises.
- Data collection, analysis, and stakeholder presentation activities.
- Change strategy and roadmap development workshops.
- Resistance management and facilitation simulations.
- Impact measurement, culture change, and continuous improvement case studies.

Beyond the Course

Upon completion, participants will be able to:

- Develop a comprehensive OD toolkit for diagnosing organizational issues.
- Create customized change management plans for real organizational challenges.
- Design and facilitate effective OD interventions.
- Engage stakeholders and manage resistance more effectively.
- Measure and sustain change outcomes.
- Build stronger networks and practices for ongoing organizational development.

