BLACKBIRD FOR TRAINING

Building Organizational Development Capability Strategy

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Tokyo (Japan)



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Why This Course

Organizational development helps organizations build the capabilities, culture, systems, and leadership practices needed to achieve business goals and adapt to change. A strong OD strategy connects people, structure, processes, and performance with long-term organizational growth.

This comprehensive 1-week Organizational Development Strategy Training program equips participants with practical tools to assess organizational capabilities, design OD strategies, implement change initiatives, and measure results. The course covers OD concepts, business alignment, capability frameworks, strategic planning, stakeholder engagement, OD interventions, change management, communication, resistance management, KPIs, evaluation techniques, learning organizations, leadership capability, and cultural integration. Through applied exercises and real-world examples, participants will learn how to create OD strategies that are practical, measurable, and sustainable.

What You'll Learn and Practice

By joining this program, you will:

- Understand the key components of organizational development.
- Recognize the strategic importance of OD in business performance.
- Assess organizational capabilities and identify improvement areas.
- Create capability frameworks linked to business priorities.
- Align OD strategies with organizational goals.
- Develop strategic plans for OD initiatives.
- Identify stakeholders and define their roles in OD success.
- Design OD interventions that address real organizational needs.
- Apply change management principles and practices.
- Overcome resistance to change.
- Build organizational buy-in and support.
- Develop KPIs for OD initiatives.
- Measure, evaluate, and improve OD effectiveness.
- Integrate OD practices into organizational culture.



The Program Flow

Day 1: Foundations of Organizational Development

- Understand core OD concepts, theories, and principles.
- Explore the role of OD in supporting business strategy.
- Assess current organizational capabilities.
- Identify capability gaps and improvement opportunities.
- Create a capability framework that supports strategic priorities.

Day 2: Developing OD Strategies

- Align OD strategy with business objectives.
- Develop strategic plans for OD initiatives.
- Identify key stakeholders and clarify their roles.
- Design OD interventions based on organizational needs.
- Prioritize OD initiatives according to impact, urgency, and feasibility.

Day 3: Implementing OD Strategies

- Apply change management principles and practices.
- Identify sources of resistance and develop response strategies.
- Create communication plans for OD initiatives.
- Build organizational buy-in and leadership support.
- Manage implementation challenges while maintaining momentum.

Day 4: Measuring and Evaluating OD Initiatives

- Develop KPIs for OD programs and interventions.
- Use tools and techniques to measure OD effectiveness.
- Analyze and interpret OD-related data.
- Evaluate progress against objectives and expected outcomes.
- Apply continuous improvement practices to strengthen OD results.

Day 5: Sustaining OD Capabilities

- Create a learning organization that supports continuous growth.
- Develop OD leadership capabilities.
- Integrate OD practices into organizational culture.
- Build systems for ongoing capability development.
- Create an action plan for long-term OD success.



Individual Impact

- Build confidence in designing and implementing OD strategies.
- Strengthen skills in capability assessment, stakeholder engagement, and change management.
- Improve ability to measure OD results using KPIs and evaluation tools.
- Gain practical methods for overcoming resistance and building buy-in.
- Develop stronger capability to support sustainable organizational growth.

Work Impact

- Improve alignment between organizational capabilities and business objectives.
- Strengthen change readiness and implementation success.
- Support better performance through targeted OD interventions.
- Improve measurement and evaluation of OD initiatives.
- Build a stronger culture of learning, adaptability, and continuous improvement.

Training Methodology

This program combines OD strategy concepts with practical application through:

- Organizational capability assessment exercises.
- Capability framework development workshops.
- OD strategy and intervention design activities.
- Stakeholder mapping and communication planning exercises.
- Change management and resistance management scenarios.
- KPI development, evaluation, and action planning sessions.

Beyond the Course

Upon completion, participants will be able to:

- Build customized OD capability frameworks.
- Develop and implement OD strategies aligned with business goals.
- Design effective OD interventions.
- Create action plans for organizational development initiatives.
- Measure and evaluate OD effectiveness.
- Sustain OD capabilities through culture, leadership, and continuous learning.

