

Organizational Development Specialisation

2027 0000000 1 - 0000000 27
Brussels (Belgium)

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Day 3: Designing OD Interventions

- Intervention types: structural, process, and human systems interventions.
- Aligning interventions with strategy, culture, and leadership vision.
- Change management and communication planning.
- Group exercise: developing a tailored OD intervention roadmap.

Day 4: Leading Transformation and Cultural Change

- Leadership's role in shaping organizational transformation.
- Managing resistance and building stakeholder engagement.
- Creating a culture of collaboration, innovation, and accountability.
- Practical activity: designing a cultural transformation initiative.

Day 5: Measuring, Sustaining, and Scaling OD Impact

- Evaluating OD effectiveness using qualitative and quantitative metrics.
- Embedding continuous improvement and learning systems.
- Building OD capability within HR and leadership teams.
- Action workshop: developing a long-term OD strategy for organizational sustainability.

Individual Impact

- Gain the ability to diagnose, design, and lead organizational transformation initiatives.
- Strengthen strategic and analytical thinking in organizational contexts.
- Develop leadership and interpersonal skills for driving cultural change.
- Build confidence in managing complex, system-wide development programs.

Work Impact

- Improve organizational agility, collaboration, and innovation.
- Align structure, strategy, and culture for optimal performance.
- Enhance leadership capability and employee engagement.
- Drive sustainable change and continuous improvement at the enterprise level.

Training Methodology

This program combines systems thinking, experiential learning, and applied strategy to ensure deep understanding and practical outcomes. Learning methods include:

- Real-world case studies and diagnostic simulations.
- Group projects on OD design and change implementation.
- Role-playing exercises for stakeholder management and communication.
- Guided workshops for developing OD frameworks and evaluation plans.
- Toolkits and templates for practical application beyond the course.

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Beyond the Course

Upon completion, participants will be equipped to act as strategic change leaders — capable of diagnosing complex organizational issues, designing effective development interventions, and sustaining transformation. They will leave prepared to drive growth, resilience, and excellence through evidence-based Organizational Development practices.

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