

**TRAINING TITLE**

**ORGANISATIONAL DEVELOPMENT**

**Training Duration**

**5 day**

**Training Venue and Dates**

Ref. No. SS097	ORGANISATIONAL DEVELOPMENT	5	01 – 05 Sep. 2025	6,500	Milan, Italy
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In any of the 4 or 5-star hotels. The exact venue will be informed later.

**Training Fees**

- \$6,500 per participant for Public Training includes Materials/Handouts, tea/coffee breaks, refreshments & Lunch

**Training Certificate**

Define Management Consultancy & Training Certificate of course completion will be issued to all attendees.

**TRAINING DESCRIPTION**

This course introduces students to the theories, principles, and practices of Organisational Development (OD), a discipline aimed at improving organisational effectiveness and employee well-being through planned change. It combines behavioural science knowledge with practical strategies to facilitate organisational growth, adaptability, and continuous improvement in a dynamic business environment.

**TRAINING OBJECTIVES**

**By end of course participants will be able to understand**

- Understand key concepts and models of organisational development.
- Diagnose organisational issues and recommend effective OD interventions.
- Apply change management theories and tools in real-world scenarios.
- Evaluate the impact of OD strategies on organisational performance.
- Develop skills in consulting, facilitation, and group dynamics.

**WHO SHOULD ATTEND?**

- HR Professionals
- OD Practitioners
- Change Management Consultants

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- Team Leaders and Managers
- Business Leaders and Executives
- Learning and Development (L&D) Specialists
- Organisational Psychologists
- Project and Program Managers

### **TRAINING METHODOLOGY**

A highly interactive combination of lectures and discussion sessions will be managed to maximize the amount and quality of information and knowledge transfer. The sessions will start by raising the most relevant questions and motivating everybody to find the right answers. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course.

Very useful Course Materials will be given.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Group Work& Practical Exercises
- 20% Videos& General Discussions

### **COURSE PROGRAM**

#### **Day 1: Introduction to Organisational Development**

- Overview and evolution of OD
- Key concepts and values
- Role of the OD practitioner
- Organisational change vs development

#### **Day 2: Organisational Diagnosis and Assessment**

- Diagnostic models and tools (e.g., SWOT, 7-S, Burke-Litwin)
- Data collection techniques (surveys, interviews, focus groups)
- Analysing organisational culture and structure
- Identifying areas for development

#### **Day 3: Designing and Implementing OD Interventions**

- Types of interventions (individual, group, organisational)
- Process consultation and team-building activities
- Leadership development and coaching
- Planning and managing change initiatives

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#### Day 4: Managing Change and Overcoming Resistance

- Change management frameworks (Lewin, Kotter)
- Understanding resistance and its sources
- Communication and stakeholder engagement strategies
- Building commitment and sustaining change

#### Day 5: Evaluation, Ethics, and Future Trends

- Measuring OD impact and effectiveness
- Feedback mechanisms and continuous improvement
- Ethical issues in OD practice
- Emerging trends: digital transformation, agility, remote work

#### NOTE:

**Pre-& Post Tests will be conducted.**

**Case Studies, Group Exercises, Group Discussions, Last Day reviews, and assessments will be carried out.**

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