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aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-003

Certified Organization Development Professional

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Course content

Why Attend

Organizational Development (OD) is a new trend, it enhances the role of HR to become a true strategic partner in the business. This course will help you learn all about OD from definition to applications. It will also equip you with the knowledge and skills you need to translate OD strategies into actions. Furthermore, this course examines the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change.

Course Methodology

- This course uses a combination of theory and practical application of course concepts. Participants will engage in simulation exercises combined with round table discussions of real life situations allowing them to gain a strong grip on the knowledge and skills presented in this course.

Course Objectives

- Understand the field of Organizational Development (OD)
- Assess the organization readiness for development
- Present OD related data analytics
- Draft an OD strategy
- Implement change management processes

Target Audience

- The course can be attended by HR professionals, OD practitioners, HR consultants & trainers and anyone who is interested in the field of OD.
- Target Competencies
- Strategic thinking
- Strategic planning

Course outline

Detailed course outline

Module-by-module outline for Certified Organization Development Professional.

Module 1 - OD overview

- Introduction to the field of Organizational Development
- The Main Conceptual Framework of OD
- OD History and Pioneers
- Action Research Model
- Identifying Needs
- Assessing the organization readiness for development

Module 2 - OD analytics

- Creating Data Collection Tools
- Preparing and Facilitating Feedback Sessions
- Conducting Interviews and Feedback
- Big Data
- Collecting and Analyzing Data
- Presenting Data and Observations

Course outline

Detailed course outline

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Module 3 - OD strategy

- Origins of strategy
- Strategic Planning
- SWOT analysis
- Vision statement
- Mission statement
- Strategic Goals

Module 4 - OD intervention and change

- Designing OD Interventions
- Organizing Customer Needs
- What is change management?
- Implementing Change Management Process
- Internal Customer Satisfaction and Engagement
- Evaluating Results

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Detailed course outline

Module-by-module outline for Certified Organization Development Professional.

Module 5 - OD maintenance

- Preparing the organization for Maintenance
- Creating a preventive system
- Spending versus end results ROI
- Auditing sustainability
- Proactivity and continuous development
- Dialogic versus Diagnostic OD

Seminar dates

Available seminar dates

Live dates and pricing for Certified Organization Development Professional generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	London	Classroom	€2,940
20 - 24 July 2026	Munich	Classroom	€2,415
3 - 7 August 2026	Barcelona	Classroom	€2,695
7 - 11 September 2026	Paris	Classroom	€3,150
12 - 16 October 2026	Frankfurt	Classroom	€2,275
9 - 13 November 2026	Barcelona	Classroom	€2,695
14 - 18 December 2026	Frankfurt	Classroom	€2,275

Live online option

Online delivery is available at €1,250.