

aractech

Global Learning for Operational Leaders



LEADERSHIP AND MANAGEMENT | LM-015

Organizational Development in Action

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Course content

Why Attend

Organizations that succeed over the long term are those that continuously adapt, evolve, and align their people, processes, and strategy. Organizational development (OD) is not just a theoretical concept—it is a practical discipline that drives performance, strengthens culture, and enables sustainable growth.

This course is designed to provide a hands-on understanding of how organizational development principles are applied in real workplace settings. It focuses on diagnosing organizational challenges, designing effective interventions, and leading change initiatives that improve performance and engagement.

Course Methodology

- Real-world case studies and organizational scenarios
- Group discussions and interactive workshops
- Diagnostic tools and assessment exercises
- Role-playing and change simulation activities
- Practical frameworks for implementing OD initiatives

Course Objectives

- Understand core concepts and frameworks of organizational development
- Diagnose organizational challenges and performance gaps
- Design and implement effective OD interventions
- Lead and manage organizational change initiatives
- Improve employee engagement and organizational culture
- Align people strategies with business objectives

Target Audience

- This course is suitable for:
- HR and Organizational Development Professionals
- Managers and Team Leaders

Course outline

Detailed course outline

Day-by-day outline for Organizational Development in Action.

Day 1 - Foundations of Organizational Development

- Introduction to organizational development concepts
- Role of OD in modern organizations
- Systems thinking and organizational effectiveness
- Understanding organizational structure and culture
- Identifying performance gaps and challenges
- Overview of OD models and frameworks

Day 2 - Organizational Diagnosis and Assessment

- Techniques for diagnosing organizational issues
- Data collection methods (surveys, interviews, observations)
- Analyzing organizational performance and culture
- Identifying root causes of problems
- Using diagnostic tools and frameworks
- Practical exercise: organizational assessment

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Day 3 - Designing OD Interventions

- Types of OD interventions (structural, behavioral, strategic)
- Aligning interventions with business objectives
- Employee engagement and team development strategies
- Leadership development and capability building
- Communication strategies for change
- Case study: designing an OD intervention

Day 4 - Leading and Managing Change

- Change management principles and models
- Managing resistance to change
- Building commitment and stakeholder engagement
- Leadership role in transformation
- Implementing change initiatives effectively
- Simulation exercise: leading organizational change

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Day 5 - Sustaining Organizational Performance

- Measuring success of OD initiatives
- Performance management and continuous improvement
- Embedding change into organizational culture
- Building agile and adaptive organizations
- Lessons learned and best practices
- Final group exercise and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Organizational Development in Action generated from the course details page.

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

Live online option

Online delivery is available at €1,250.