



Consulting and Training | Reach New Heights

Course Name

Certified Organization Development Professional (CODP)

Sector Name

HR Strategy and Training

Document Type

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Certified Organization Development Professional (CODP)

Course Introduction

In an era of rapid disruption and constant evolution, organizations must proactively shape their internal structures, cultures, and capabilities to survive and succeed.

The **Certified Organization Development Professional (CODP)** program by **BOOST** is a comprehensive, forward-thinking training program designed to equip participants with the strategic, analytical, and leadership skills necessary to design, lead, and sustain high-impact organizational development (OD) initiatives.

This intensive course covers the core foundations of OD while also integrating modern approaches such as strategic organization design, change leadership, digital transformation readiness, data-driven diagnosis, and culture shaping.

Participants will learn to diagnose systemic challenges, architect interventions, align people and processes to business strategies, and foster agile, resilient organizations ready for the future.

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Target Audience

- ✓ HR and OD professionals are responsible for organizational change and development.
- ✓ Senior managers, HRBPs, and consultants are driving business transformation initiatives.
- ✓ Learning and Development (L&D) leaders are seeking to integrate OD practices into talent strategies.
- ✓ Change leaders and project managers involved in agile transformation programs.

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Certified Organization Development Professional (COPD)

Learning Objectives

- ✓ Master the theoretical foundations, principles, and ethical standards of Organization Development (OD).
- ✓ Diagnose complex organizational challenges using advanced models and data analysis.
- ✓ Design, implement, and sustain high-impact OD interventions across multiple levels (individual, group, organizational).
- ✓ Lead change initiatives that align organizational culture, structure, and strategy.
- ✓ Leverage OD to enable digital transformation, innovation, and future-readiness.
- ✓ Develop a long-term roadmap to embed continuous learning and adaptability into organizational DNA.

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Certified Organization Development Professional (CDDP)

Course Outline

✓ Day 01

Organization Development Foundations and Strategic Context

- ✓ The evolution of OD: From traditional consulting to strategic business partnering.
- ✓ Core values, principles, and ethics of OD practice.
- ✓ Understanding systems theory, open systems models, and organizational complexity.
- ✓ OD's role in shaping business strategies, operating models, and talent ecosystems.
- ✓ Linking OD interventions to enterprise performance and competitive advantage.

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Certified Organization Development Professional (CODP)

Course Outline

✓ Day 02

Diagnostic Approaches and Organizational Assessment

- ✓ Principles of effective organizational diagnosis and discovery.
- ✓ Data-driven approaches: Surveys, interviews, ethnographic studies, observation, and network analysis.
- ✓ Advanced diagnostic models: McKinsey 7S, Burke-Litwin, Congruence Model, AIHR's Organizational Design Model.
- ✓ Conducting root cause analysis to distinguish symptoms from systemic issues.
- ✓ Synthesizing insights into actionable problem statements and opportunities.

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Certified Organization Development Professional (CODP)

Course Outline

✓ Day 03

Designing High-Impact OD Interventions

- ✓ Frameworks for intervention design: Individual, team, department, enterprise levels.
- ✓ Organizational culture interventions: Cultural mapping, realignment strategies.
- ✓ Leadership development, succession planning, and strategic capability building.
- ✓ Team effectiveness and collaborative work design interventions.
- ✓ Change-enabling interventions for digital transformation, innovation, and agility.

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Certified Organization Development Professional (COPD)

Course Outline

✓ Day 04

Leading and Sustaining Organizational Change

- ✓ OD and Change Management: Complementary but distinct practices.
- ✓ Leading change at scale: Kotter, ADKAR, and beyond.
- ✓ Strategies for stakeholder engagement and navigating resistance.
- ✓ Building psychological safety, trust, and empowerment for sustainable transformation.
- ✓ Integrating learning and development, coaching, and performance systems into OD initiatives.

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Certified Organization Development Professional (CDDP)

Course Outline

✓ Day 05

Embedding OD into Organizational DNA

- ✓ Evaluating OD effectiveness: Success metrics, impact measurement, ROI models.
- ✓ Building resilient, adaptable, learning organizations.
- ✓ OD's role in driving employee experience, engagement, and future workforce strategies.
- ✓ Scaling OD capabilities across the organization: Internal OD Centers of Excellence.
- ✓ Capstone Discussion: Designing an integrated, multi-year OD roadmap for real-world application.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 24, 2027	May 28, 2027	5 days	4950.00 \$	Spain , Madrid
Aug. 23, 2027	Aug. 27, 2027	5 days	4250.00 \$	UAE , Dubai
Nov. 2, 2026	Nov. 6, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Jan. 24, 2027	Jan. 28, 2027	5 days	4250.00 \$	KSA , Dammam

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