



Consulting and Training | Reach New Heights

Course Name

Certificate in Organizational Development (OD)

Sector Name

HR Strategy and Training

Document Type

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Certificate in Organizational Development (OD)

Course Introduction

The Certificate in Organizational Development (OD) is a comprehensive professional program designed to equip participants with the knowledge, tools, and practical frameworks required to plan, design, and implement effective organizational development initiatives. In today's rapidly evolving business environment, organizations must continuously adapt their structures, cultures, systems, and people capabilities to remain competitive and sustainable. Organizational Development plays a critical role in enabling this transformation by aligning strategy, people, processes, and culture.

This program provides a structured and practice-oriented understanding of OD as a strategic function rather than a standalone HR activity. Participants will explore the foundations of Organizational Development, including systems thinking, organizational behavior, and change theory, and will progress toward advanced diagnostic and intervention design techniques.

Emphasis is placed on understanding organizational dynamics, diagnosing performance and capability gaps, and selecting appropriate OD interventions that drive measurable improvement.

Throughout the **five days**, participants will gain exposure to globally recognized OD models, diagnostic tools, and implementation frameworks. The program also addresses critical enablers of successful OD initiatives, such as leadership alignment, stakeholder engagement, communication strategies, and resistance management. By the end of the course, participants will be able to contribute confidently to organizational change initiatives and support long-term organizational effectiveness and sustainability.

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Target Audience

- ✓ Organizational Development and HR professionals
- ✓ HR Business Partners and Talent Management specialists
- ✓ Managers and department heads involved in change initiatives
- ✓ Strategy, transformation, and performance management teams
- ✓ Change agents, internal consultants, and project leaders
- ✓ Professionals responsible for organizational culture, structure, or performance improvement

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Learning Objectives

- ✓ Understand the core concepts, principles, and scope of Organizational Development
- ✓ Explain the strategic role of OD in enhancing organizational effectiveness and performance
- ✓ Apply systems thinking to analyze organizational structures, culture, and processes
- ✓ Conduct organizational diagnosis using qualitative and quantitative assessment tools
- ✓ Identify organizational gaps, risks, and development priorities
- ✓ Design and plan appropriate OD interventions aligned with organizational strategy
- ✓ Support change implementation through structured change management approaches
- ✓ Evaluate the impact and sustainability of OD initiatives
- ✓ Contribute effectively as internal change agents or OD practitioners

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Course Outline

✓ Day 01

Foundations of Organizational Development

- ✓ Introduction to Organizational Development: definitions, purpose, and scope
- ✓ Evolution of Organizational Development and modern OD practices
- ✓ The role of OD in organizational effectiveness and sustainability
- ✓ Systems thinking and organizational behavior fundamentals
- ✓ Understanding organizations as open systems
- ✓ Roles and competencies of the OD practitioner
- ✓ Ethical considerations in Organizational Development

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Course Outline

✓ Day 02

Organizational Diagnosis and Assessment

- ✓ Purpose and importance of organizational diagnosis
- ✓ Diagnostic frameworks and assessment models
- ✓ Identifying organizational performance gaps
- ✓ Culture, structure, and process assessment
- ✓ Stakeholder analysis and engagement mapping
- ✓ Data collection methods: interviews, surveys, observations, and document review
- ✓ Analyzing and interpreting diagnostic findings

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Course Outline

✓ Day 03

Strategy Alignment and OD Intervention Design

- ✓ Linking Organizational Development to business strategy
- ✓ Vision, mission, and strategic objectives alignment
- ✓ Overview of OD intervention types (structural, process, people, and culture)
- ✓ Action research and OD planning cycles
- ✓ Designing OD interventions based on diagnostic outcomes
- ✓ Prioritizing OD initiatives and building OD roadmaps
- ✓ Risk considerations and success factors in OD design

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Course Outline

✓ Day 04

Change Management and OD Implementation

- ✓ Understanding organizational change dynamics
- ✓ Change management models and practical application
- ✓ Managing resistance to change
- ✓ Leadership roles in driving OD initiatives
- ✓ Communication strategies for successful OD implementation
- ✓ Building commitment and engagement during change
- ✓ Monitoring progress and adjusting interventions

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Course Outline

✓ Day 05

Evaluating and Sustaining Organizational Development

- ✓ Measuring the effectiveness of OD initiatives
- ✓ Key performance indicators and impact evaluation
- ✓ Continuous improvement and organizational learning
- ✓ Embedding OD practices into organizational culture
- ✓ Sustaining change and long-term capability building
- ✓ Coaching leaders and teams to support OD outcomes
- ✓ Developing post-program OD action plans

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Jan. 18, 2027	Jan. 22, 2027	5 days	4250.00 \$	UAE , Dubai
May 3, 2027	May 7, 2027	5 days	4950.00 \$	England , London
Aug. 9, 2027	Aug. 13, 2027	5 days	4250.00 \$	UAE , Abu Dhabi
Oct. 11, 2027	Oct. 15, 2027	5 days	4250.00 \$	UAE , Dubai
Dec. 13, 2026	Dec. 17, 2026	5 days	4250.00 \$	KSA , Riyadh

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