



# Institute for Capacity Development (ICD)

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## Organisational Development

### Course Objectives

On completion of the course, participants should be able to:

- Understand the need for organisation renewal and the challenges associated with such processes
- Connect Organisational Development (OD) initiatives to strategic business models
- Discuss the fundamental challenges in getting people to change and for that change to be sustained.
- Understand and be able to apply the key steps required to successfully manage people change.
- Use the action research process to diagnose opportunities for improving the organization
- Define critical success factors and target specific functioning and ability to achieve OD goals
- Develop a working knowledge of critical aspects of the OD intervention process
- Understand the unique challenges of attempting an organization transformation

### Target Groups

- Human Resource Managers and Officers
- HRM Officers
- Directors
- Staff Welfare Officers
- Employee Development Officers
- Training Officers
- Operation Officers
- All Staff

### Course Outline

- General Management Principles and Skills
- Organization transformation
- Organization process approaches
- Organizational development in global settings
- Organization Development and Reinventing the Organization
- Strategic Change Interventions: Organization Transformation
- Diagnosing organizations

- Nature of planned change
- The drivers of change
- Restructuring organizations
- The OD Process: Diagnosis, Intervention, and Levels of Engagement
- Designing interventions
- Designing and Evaluating Organization Development Interventions
- Organization Renewal: The Challenge of Change, Changing the Culture
- Leading & managing change
- Employee involvement
- Critical success factors
- Overcoming Resistance to Change
- Process Intervention Skills, OD Intervention Strategies
- Employee Empowerment and Interpersonal Interventions
- Team Development Intervention
- Inter-group Development interventions
- Goal Setting for Effective organizations, Work Team Development
- The Challenge and the Future for Organizations
- Human Resource Management Interventions
- Evaluation levels for OD interventions
- Communication Skills
- Results-Based Management
- Focusing monitoring and evaluation
- Designing monitoring frameworks
- Framing evaluation questions
- Database Management
- Action Planning

Dates: 09<sup>th</sup> – 20<sup>th</sup> April 2018

Duration: 2 Weeks

Tuition Fee: US\$3250

Venue: Pretoria, RSA