

Organizational Development (OD)

Overview of Organization Development (OD)

- Definition of Organization Development
- Who is an OD Professional?
- Organization Development models
- Background of OD
- When/Why should you apply an OD?
- Values-oriented field
- The business case for OD
- OD strengths and weaknesses
- Significance of organizational configuration
- Notions behind organizational culture and change management
- Terminology

The Core of Organization Development

- What is planned change
- Intervention theory
- Action techniques
 - Research
 - Learning and action science
- Appreciative review
- Positive organizational change philosophy
- Models for change
- Why transactions wont succeed?
- The correspondence model of change

The Organization Development Practitioner

- Who do call the OD practitioner?
- Capabilities of a successful OD practitioner
- The professional OD practitioner
- OD professionals responsibilities
- Professional values
- Professional ethics
- Ethical strategies
- Ethical scenarios

The Type of Planned Change

- Philosophies of planned change
 - Lewin's change model
 - Action research model
 - The positive model
 - Differences between various models of change

- Universal model of planned change
 - Entering and constricting
 - Analyzing
 - How to Plan and establish change
 - How to analyze and organization change
- Various forms of planned change
- Scale of change
- Grade of organization
- Domestic vs. international sceneries
- Review of planned change
- Conceptualization of planned change
- Application of planned change

The Process of Organization Development

- Train intelligent people the ways of effective learning
- Facilitative procedure involvements
- Large group involvements and dynamics
- Comprehending the importance of position: a analytic model
- Reconstructing complexity: A 4-D techniques to organizational analytics, development, and change

Organization Development Consulting

- Consulting procedure
- Masterful consulting
- Consulting stages and responsibilities
- Faultless consulting
- Contracting
- The OD agreement
- Facilitation
- The organizer and other facilitative roles
- Coaching and the right coach
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Organization Development Leadership

- Options and issues
- Reconstructing change:
 - Training
 - Realigning
 - Negotiating
 - Grieving
 - Moving
- Guiding as the internal mentor
- What establishes an efficient internal mentor?
- Lead as the boss
 - How to cope with various patterns?
- Leading the boss

- Relations with bosses: the issues with “managing” a boss
- Constructing provisions

The Concentration Point of Organization Development

- Strategy
 - Business strategy: developing the successful pattern
- Designing organization
 - Matching strategy and configuration
- Framework of work
 - Designing work
 - Framework and procedure for educating and self-assurance
- Workstation planning
 - How to transform a work environment concept into reality
- The culture
 - Analyzing your organization culture
- Staff development
 - How can staff being efficient?
- Team development
 - How can a team be efficient?
- Leadership development
 - Creating a leader

Objectives of Organization Development

- Nurturing mission and engagement
- Developing a group of leaders
- Combining systems
 - Planning high-performance work systems
 - Organizing individuals, work, technology, and data 730
- Applying diversity
 - Diversity as a guideline
- Developing learning organizations
- Developing gentle organizations
- Sympathy in organizational life
- Nurturing progress and development
- Creating synchronized staff, team, and OD

Organization Development Roadmap

- Modifying in the field
- Practitioner viewpoint
 - Developing instructions
 - How about novel OD?
- Scholarly viewpoint
 - The future of OD?
- Modifying the outside environment

- The digital revolution
- Decomposing and rebuilding the organization
- Globalization
- How can universal learners, initiators, and leaders take actions?
- Knowledge management
 - Information-Worker efficiency
- Sustainability and the atmosphere
 - Strategies to reach to a sustainable globe
- Organizational standards
- The nourishing organization