

Organizational Development Specialist: Driving Change

Human Resource
Cape Town (South Africa)
22 - 26 Sep 2025

UK Traininig

PARTNER



Organizational Development Specialist: Driving Change

Ref: 321461_129125 **Date:** 22 - 26 Sep 2025 **Location:** Cape Town (South Africa) **Fees:** 3300 Euro

Course Description

This intensive 5-day course equips participants with the essential skills and knowledge to become effective Organizational Development Specialists. Participants will learn to diagnose organizational issues, design and implement change initiatives, and foster a culture of continuous improvement. The course combines theoretical foundations with practical applications, preparing professionals to drive positive change in their organizations.

Learning Objectives

- Develop a comprehensive understanding of organizational development principles and practices
- Master techniques for diagnosing organizational issues and designing effective interventions
- Learn to lead and manage change initiatives successfully
- Acquire skills to enhance team dynamics and organizational culture
- Gain proficiency in performance improvement methodologies

Course Modules

Day 1: Foundations of Organizational Development

- Introduction to Organizational Development
- OD Models and Theories
- The OD Process
- Ethics in Organizational Development

Day 2: Organizational Diagnosis and Assessment

- Diagnostic Models and Tools
- Data Collection Methods
- Analyzing Organizational Data
- Presenting Findings and Recommendations

Day 3: Designing and Implementing Change Initiatives

- Change Management Models
- Designing Interventions
- Managing Resistance to Change
- Evaluating Change Efforts

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: Team Development and Organizational Culture

- Team Dynamics and Performance
- Building High-Performance Teams
- Assessing and Shaping Organizational Culture
- Leadership Development in OD

Day 5: Performance Improvement and Future Trends

- Performance Management Systems
- Continuous Improvement Methodologies
- Emerging Trends in OD
- Action Planning for OD Specialists

Practical Wins for Participants

- Develop a comprehensive OD toolkit for immediate application in your organization
- Create a customized change management plan for a real-world organizational challenge
- Design a team development intervention to enhance collaboration and performance
- Construct a roadmap for implementing a culture change initiative in your organization

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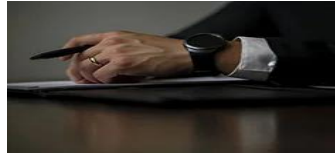
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