BLACKBIRD FOR TRAINING

Organizational Development Specialist: Driving Change

16 – 20 November 2026
Munich (Germany)

UK Traininig
PARTNER



Organizational Development Specialist: Driving Change

Ref: 321461_130235 **Date:** 16 – 20 November 2026 **Location:** Munich (Germany) **Fees:** 5200 GBP

Why This Course

Organizations today are under constant pressure to evolve. Market disruptions, shifting workforce expectations, and rapid technological change demand more agile structures and stronger internal alignment. In this environment, Organizational Development OD Specialists play a critical role in diagnosing challenges, guiding transformation, and building cultures that sustain performance.

Becoming an effective OD professional requires more than understanding theory. It demands the ability to analyze complex organizational dynamics, design practical interventions, manage resistance, and measure impact.

This intensive 1-week program prepares participants to take on that responsibility with confidence. Through a balanced blend of foundational knowledge and applied practice, the course equips professionals with the tools, frameworks, and strategic mindset needed to drive meaningful and lasting organizational change.

What You'll Learn and Practice

By joining this program, you will:

- Build a solid understanding of organizational development principles and methodologies
- Diagnose organizational challenges using structured assessment tools
- Design and implement effective change initiatives
- Strengthen team dynamics and shape a positive organizational culture
- Apply performance improvement systems and continuous improvement methods
- Translate OD strategies into measurable business outcomes

The Program Flow

Day 1: Foundations of Organizational Development

- Introduction to Organizational Development and its strategic role
- Key OD models and theoretical foundations
- The Organizational Development process from entry to evaluation
- Ethical considerations and professional standards in OD practice



Day 2: Organizational Diagnosis and Assessment

- Diagnostic frameworks and assessment tools
- Quantitative and qualitative data collection techniques
- Interpreting and analyzing organizational data
- Presenting findings and developing actionable recommendations

Day 3: Designing and Implementing Change Initiatives

- Established change management models and frameworks
- Designing targeted and evidence-based interventions
- Managing resistance and engaging stakeholders
- Monitoring and evaluating the effectiveness of change efforts

Day 4: Team Development and Organizational Culture

- Understanding team dynamics and performance drivers
- Strategies for building high-performance teams
- Assessing and shaping organizational culture
- The role of leadership development in successful OD initiatives

Day 5: Performance Improvement and Future Trends

- Designing and aligning performance management systems
- Continuous improvement methodologies and best practices
- Emerging trends shaping the future of Organizational Development
- Action planning for Organizational Development Specialists

Individual Impact

Participants will leave the program with:

- A comprehensive Organizational Development toolkit ready for immediate application
- A customized change management plan addressing a real organizational challenge
- A structured team development intervention to enhance collaboration and results
- A practical roadmap for leading culture transformation initiatives
- Greater confidence in guiding complex organizational change

Work Impact

Organizations will benefit through:



- More accurate diagnosis of structural and cultural challenges
- Structured and measurable change initiatives
- Stronger team alignment and performance
- Sustainable performance improvement systems
- Increased adaptability in response to evolving business demands

Training Methodology

This program emphasizes practical application and experiential learning through:

- Real-world case studies and organizational simulations
- Hands-on exercises in diagnosis, intervention design, and performance analysis
- Interactive group discussions and collaborative problem-solving
- Practical tools, templates, and assessment frameworks
- Guided action planning aligned with participants' organizational contexts

Beyond the Course

Upon completion, participants will be ready to:

- Lead Organizational Development initiatives with clarity and professionalism
- Design and implement sustainable change strategies
- Strengthen organizational culture and team effectiveness
- Drive continuous improvement and long-term performance growth

This program empowers professionals to step confidently into the role of Organizational Development Specialist—capable of shaping stronger systems, guiding transformation, and delivering meaningful organizational impact.

