

# Organizational Development Specialist: Driving Change

Human Resource  
Berlin (Germany)  
15 - 19 Sep 2025

UK Traininig

# PARTNER



## Organizational Development Specialist: Driving Change

**Ref:** 321461\_133450 **Date:** 15 - 19 Sep 2025 **Location:** Berlin (Germany) **Fees:** 4200 **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

UK Training  
**PARTNER**



## 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

## Blackbird training cities



Amman (Jordan)



Amsterdam (Netherlands)

Accra (Ghana)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston, Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Training  
**PARTNER**



## Blackbird Training Category



Human Resource



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



## Blackbird training Clients



MANNAI Trading  
Company WLL,  
Qatar



Alumina Corporation  
Guinea



Booking.com  
Netherlands



Oxfam GB International  
Organization,  
Yemen



Capital Markets  
Authority,  
Kuwait



Waltersmith Petroman Oil Limited  
Nigeria



Qatar National Bank  
(QNB),  
Qatar



Qatar Foundation,  
Qatar



AFRICAN UNION ADVISORY  
BOARD ON CORRUPTION,  
Tanzania



KFAS  
Kuwait



Reserve Bank of  
Malawi,  
Malawi



Central Bank of Nigeria  
Nigeria



Ministry of Interior  
Kingdom of Saudi Arabia  
KSA



Mabruk Oil Company  
Libya



Saudi Electricity  
Company,  
KSA



BADAN PENGELOLA  
KEUANGAN Haji,  
Indonesia



NATO  
Italy



ENI CORPORATE  
UNIVERSITY,  
Italy



Gulf Bank  
Kuwait



General Organization for  
Social Insurance  
KSA



Defence Space Administration  
Nigeria



National Industries  
Group (Holding),  
Kuwait



Hamad Medical  
Corporation,  
Qatar



USAID  
Pakistan



STC Solutions,  
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS  
UN.



Authority for

UK Training  
**PARTNER**



LONDON TRAINING PROVIDER



[www.blackbird-training.com](http://www.blackbird-training.com)



[training@blackbird-training.com](mailto:training@blackbird-training.com)



+44 7480 775526 / +44 7401 177335