

# Promoting Institutional & Organizational Development

Special Workshops  
Vienna (Austria)  
13 - 17 Jan 2025

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## Promoting Institutional & Organizational Development

**Ref:** 321455\_140145 **Date:** 13 - 17 Jan 2025 **Location:** Vienna (Austria) **Fees:** 4400 **Euro**

### Introduction

Organizational Development OD is an area of practice and research in Human Resource Development HRD. According to Cummings & Worley, OD is a process that "uses a broad range of knowledge and practices in the behavioral sciences to help organizations build their capacity for change and achieve greater effectiveness, including increased financial performance, customer satisfaction, and the engagement of members of the organization." Organizational development attempts to bring about change at different levels of the organization individual, group, and organization using a wide range of interventions.

In this training program, theoretical models and the organizational development process will be discussed. Participants will also learn how to improve individual, group, and organizational performance through the use of OD techniques such as group dynamics, training, culture change, work-life balance, etc.

### Course Objectives Organizational development and institutional structures

- Understand the philosophical, historical, theoretical, political, and practical foundations of the OD program as a core area of practice in the field of human resource development
- Increase awareness of the different tools used to diagnose organizations as well as the interventions used through practical experience
- Enhancing skills in facilitation, organizational development skills, group process, communication, and collaboration

### Course Outlines Organizational development and institutional structures

#### Day 1

##### A general introduction to organizational development

- Organizations diagnostics
- What is the prognosis?
- The need for diagnostic models

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## Workgroups and jobs

- Group-level diagnosis
- Diagnosis at the individual level

## Day 2

### Design interventions

- What are effective interventions?
- How to design effective interventions
- Types of interventions

## Day 3

### Technical interventions

- Structural design
- Downsizing
- Restructuring

## Day 4

### Personnel interference

- What is that?
- Types of employee engagement

### Performance Management

- Setting goals
- Performance evaluation
- Reward systems

## Day 5

### Talent development

- Training and mentoring
- Career planning and development interventions
- Management and leadership development interventions

### Transformational change

- Characteristics of transformational change
- Integrated strategic change
- Organization design
- Change the culture

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