BLACKBIRD FOR TRAINING

Promoting Institutional & Organizational Development Course

30 August – 3 September 2027
Barcelona (Spain)

UK Trainig
PARTNER



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Ref: 321455_160060 **Date:** 30 August – 3 September 2027 **Location:** Barcelona (Spain) **Fees:** 5200 GBP

Why This Course

Organizations today face constant shifts—economic pressures, digital disruption, regulatory demands, and evolving workforce expectations. In such an environment, maintaining stability is not enough. Institutions must continuously adapt, strengthen their internal systems, and create a culture capable of sustaining long-term growth.

Driving meaningful development requires more than isolated improvement initiatives. It calls for structured change management, strong leadership alignment, and the ability to embed innovation into everyday operations.

This intensive 1-week program equips professionals with the strategic insight and practical tools needed to lead institutional and organizational development with confidence. Blending established frameworks with hands-on application, the course enables participants to diagnose challenges, design targeted interventions, and guide their organizations toward sustainable progress.

What You'll Learn and Practice

By joining this program, you will:

- Build a solid understanding of institutional and organizational development principles
- Design structured and practical change management strategies
- Foster a culture that encourages innovation and creative thinking
- Align growth initiatives with long-term sustainability goals
- Apply diagnostic and improvement tools to enhance organizational performance
- Translate development strategies into measurable and lasting results

The Program Flow

Day 1: Foundations of Institutional & Organizational Development

- Core theories and models of organizational development
- The role of organizational culture in shaping performance and behavior
- Assessing readiness for change and identifying development priorities
- Recognizing internal and external drivers of institutional growth



Day 2: Change Management Strategies

- Established models for managing organizational transformation
- Identifying and addressing resistance to change
- Communicating change initiatives with clarity and impact
- Developing structured and actionable change management plans

Day 3: Fostering Innovation and Creativity

- Creating an environment that supports experimentation and new ideas
- Practical techniques to stimulate creative thinking
- Managing the innovation lifecycle from concept to implementation
- Measuring, evaluating, and rewarding innovative contributions

Day 4: Sustainable Growth and Development

- Principles of long-term organizational sustainability
- Balancing short-term performance pressures with strategic objectives
- Designing resilient structures that adapt to change
- Embedding continuous improvement into systems and processes

Day 5: Implementing Organizational Improvements

- Diagnostic tools for assessing organizational effectiveness
- Designing targeted interventions aligned with strategic goals
- Monitoring progress and evaluating the impact of change initiatives
- Developing comprehensive action plans for ongoing development

Individual Impact

Participants will leave the program with:

- A customized change management plan tailored to their organization
- A practical innovation strategy that supports creativity and growth
- A clear roadmap for sustainable institutional development
- Enhanced confidence in leading transformation initiatives
- A toolkit of organizational development frameworks and assessment methods

Work Impact

Organizations will benefit through:



- Stronger alignment between strategy, structure, and performance
- Improved adaptability in response to internal and external change
- Enhanced innovation capacity and employee engagement
- More resilient systems that support long-term sustainability
- Clear, structured development initiatives that deliver measurable results

Training Methodology

This program combines strategic insight with experiential learning to ensure immediate applicability. Learning methods include:

- Real-world case studies and organizational scenarios
- Interactive workshops and group-based problem-solving exercises
- Practical diagnostic tools, templates, and implementation frameworks
- Guided discussions that connect theory to operational realities
- Action-planning sessions focused on real organizational challenges

Beyond the Course

Upon completion, participants will be prepared to:

- Lead institutional development initiatives with structure and clarity
- Drive sustainable change across departments and functions
- Embed innovation into organizational culture and systems
- Strengthen resilience and long-term organizational performance

This program goes beyond concepts—it equips leaders and professionals with the capability to shape stronger institutions, guide transformation effectively, and create lasting organizational impact.

