BLACKBIRD FOR TRAINING

Advanced Organizational Development OD Practitioners Programme

16 – 20 August 2027
Vienna (Austria)

UK Traininig
PARTNER



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Why This Course

Advanced organizational development requires the ability to understand complex systems, diagnose deep-rooted challenges, design meaningful interventions, and guide organizations through transformational change. Experienced OD practitioners need advanced tools that go beyond standard change models, especially when working with culture, networks, power dynamics, agility, resilience, and large-scale transformation.

This advanced 1-week Organizational Development Programme equips experienced OD professionals with modern strategies and practical methods for leading systemic change. The course covers advanced OD theories, complex adaptive systems, appreciative inquiry, positive psychology, systems thinking, organizational network analysis, culture assessment, predictive analytics, large group interventions, whole system change, digital OD tools, adaptive leadership, change capability, ethics, impact measurement, ROI, and learning organizations. Through case studies, simulations, and applied exercises, participants will strengthen their ability to design and sustain high-impact OD initiatives.

What You'll Learn and Practice

By joining this program, you will:

- Apply advanced OD theories and models to complex organizational scenarios.
- Understand emerging trends in organizational development.
- Use complex adaptive systems thinking in OD practice.
- Apply appreciative inquiry and positive psychology approaches.
- Integrate multiple OD frameworks for deeper organizational analysis.
- Use systems thinking and organizational network analysis.
- Apply advanced culture assessment methodologies.
- Use predictive analytics for organizational diagnosis.
- Design multi-level diagnostic interventions.
- Create systemic interventions for sustainable change.
- Apply large group and whole system change methods.
- Design interventions that support agility and resilience.
- Lead complex change in VUCA environments.
- Measure OD impact, ROI, and value creation.



The Program Flow

Day 1: Advanced OD Theory and Practice

- Explore emerging trends in organizational development.
- Understand complex adaptive systems theory and its relevance to OD.
- Apply appreciative inquiry to build on organizational strengths.
- Use positive psychology approaches to support engagement and transformation.
- Integrate multiple OD frameworks for comprehensive analysis.

Day 2: Advanced Diagnostic Techniques

- Apply systems thinking to understand organizational patterns and interdependencies.
- Use organizational network analysis to identify influence, collaboration, and communication flows.
- Apply advanced culture assessment methods.
- Explore predictive analytics for organizational diagnosis.
- Design multi-level diagnostic interventions across teams, functions, and enterprise systems.

Day 3: Designing Systemic Interventions

- Apply large group intervention methods.
- Design whole system change approaches.
- Create interventions that improve organizational agility and resilience.
- Integrate digital technologies into OD interventions.
- Build intervention plans that address structure, culture, leadership, processes, and behavior.

Day 4: Leading Complex Change Initiatives

- Apply adaptive leadership in VUCA environments.
- Build organizational change capability.
- Navigate power dynamics, politics, and competing interests during transformation.
- Address resistance through engagement, communication, and participation.
- Apply ethical principles in transformational change initiatives.

Day 5: Measuring and Sustaining OD Impact

- Use advanced evaluation methodologies for OD initiatives.
- Measure ROI and value creation in organizational development.
- Sustain change through learning organization practices.
- Apply continuous innovation in OD practice.
- Explore future trends shaping the role of OD practitioners.



Individual Impact

- Strengthen advanced OD thinking and systemic diagnosis skills.
- Improve ability to design interventions for complex organizational challenges.
- Build confidence in leading large-scale transformation.
- Enhance data-driven diagnosis, evaluation, and impact measurement skills.
- Develop stronger capability to manage resistance, politics, and ethical challenges.

Work Impact

- Improve the quality and sustainability of organizational transformation initiatives.
- Strengthen organizational agility, resilience, and learning capability.
- Support better diagnosis of culture, networks, systems, and performance issues.
- Improve change adoption through systemic interventions and stakeholder engagement.
- Demonstrate OD value through stronger evaluation, ROI, and impact measurement.

Training Methodology

This program combines advanced OD theory with practical transformation application through:

- Complex OD case studies and simulations.
- Systems thinking and network analysis exercises.
- Culture assessment and diagnostic design workshops.
- Large group intervention and whole system change scenarios.
- Adaptive leadership and power dynamics simulations.
- OD impact measurement, ROI, and learning organization activities.

Beyond the Course

Upon completion, participants will be able to:

- Develop a comprehensive toolkit of advanced OD strategies and interventions.
- Lead complex, large-scale organizational transformations.
- Apply data-driven diagnostic and evaluation methods.
- Design systemic interventions for sustainable change.
- Build organizational change capability and resilience.
- Collaborate with experienced OD practitioners for continued learning and practice.

