BLACKBIRD FOR TRAINING

Organizational Development Specialisation

25 – 29 October 2027
Edinburgh (UK)



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Ref: 328848_238664 **Date:** 25 – 29 October 2027 **Location:** Edinburgh (UK) **Fees:** 5200 GBP

Why This Course

In a constantly evolving business environment, organizations must adapt, innovate, and grow to remain competitive. Organizational Development OD Specialisation provides a comprehensive approach to transforming structures, processes, and cultures to achieve sustainable performance and agility.

This program equips professionals with the frameworks, tools, and behavioral insights needed to lead successful change initiatives. It integrates strategy, psychology, and systems thinking to help participants diagnose organizational challenges, design targeted interventions, and cultivate high-performing, future-ready organizations.

What You'll Learn and Practice

By joining this program, you will:

- Understand the principles and strategic value of Organizational Development.
- Learn diagnostic models to assess organizational effectiveness and readiness for change.
- Design and implement development interventions aligned with business strategy.
- Strengthen leadership capability and cultural transformation initiatives.
- Apply behavioral and systems thinking to improve performance and engagement.
- Manage change and measure the impact of OD interventions.

The Program Flow

Day 1: Foundations of Organizational Development

- The evolution and philosophy of OD as a strategic discipline.
- Core values, principles, and models in OD practice.
- Understanding systems theory and organizational behavior.
- Case study: OD as a driver of transformation in a global enterprise.

Day 2: Diagnosing Organizational Needs

- Diagnostic frameworks: McKinsey 7S, Burke-Litwin, and Weisbord models.
- Gathering and analyzing qualitative and quantitative data.
- Identifying performance gaps, cultural barriers, and structural challenges.
- Workshop: Conducting an organizational diagnosis for a simulated company.



Day 3: Designing OD Interventions

- Intervention types: structural, process, and human systems interventions.
- Aligning interventions with strategy, culture, and leadership vision.
- Change management and communication planning.
- Group exercise: developing a tailored OD intervention roadmap.

Day 4: Leading Transformation and Cultural Change

- Leadership's role in shaping organizational transformation.
- Managing resistance and building stakeholder engagement.
- Creating a culture of collaboration, innovation, and accountability.
- Practical activity: designing a cultural transformation initiative.

Day 5: Measuring, Sustaining, and Scaling OD Impact

- Evaluating OD effectiveness using qualitative and quantitative metrics.
- Embedding continuous improvement and learning systems.
- Building OD capability within HR and leadership teams.
- Action workshop: developing a long-term OD strategy for organizational sustainability.

Individual Impact

- Gain the ability to diagnose, design, and lead organizational transformation initiatives.
- Strengthen strategic and analytical thinking in organizational contexts.
- Develop leadership and interpersonal skills for driving cultural change.
- Build confidence in managing complex, system-wide development programs.

Work Impact

- Improve organizational agility, collaboration, and innovation.
- Align structure, strategy, and culture for optimal performance.
- Enhance leadership capability and employee engagement.
- Drive sustainable change and continuous improvement at the enterprise level.

Training Methodology

This program combines systems thinking, experiential learning, and applied strategy to ensure deep understanding and practical outcomes. Learning methods include:

- Real-world case studies and diagnostic simulations.
- Group projects on OD design and change implementation.
- Role-playing exercises for stakeholder management and communication.
- Guided workshops for developing OD frameworks and evaluation plans.
- Toolkits and templates for practical application beyond the course.



Beyond the Course

Upon completion, participants will be equipped to act as strategic change leaders — capable of diagnosing complex organizational issues, designing effective development interventions, and sustaining transformation. They will leave prepared to drive growth, resilience, and excellence through evidence-based Organizational Development practices.

