

ORGANIZATIONAL DEVELOPMENT & STRATEGIC ENHANCEMENT

“Transforming Structures, Culture, and Capabilities for Sustained Strategic Growth”

Schedule

Date	Venue	Fees (Face-to-Face)
29 - 30 Jan 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

Introduction

In an era of constant change and competitive pressure, organizations must go beyond routine performance improvements to achieve sustainable strategic enhancement. Organizational development (OD) is a vital process that enables transformation by aligning people, processes, structures, and strategies with long-term business goals.

This immersive 2-day course equips professionals with OD principles, tools, and strategies to lead transformation initiatives that enhance organizational agility, performance, and culture. Participants will explore how to assess organizational health, design effective interventions, and support change at both strategic and operational levels.

Objectives

By the end of this course, participants will be able to:

- Understand the foundations of organizational development and strategic enhancement
- Diagnose organizational challenges using proven OD models
- Align organizational structure, culture, and leadership with strategy
- Plan and implement high-impact OD interventions
- Support sustainable change and performance improvement
- Foster a culture of continuous development and strategic alignment.

Why Attend

- Develop the skills to transform underperforming teams or systems
- Learn practical OD tools to improve agility, engagement, and structure
- Understand how to lead strategic renewal and drive sustainable results
- Improve alignment between your people strategy and business strategy
- Gain confidence in managing growth, transformation, and change.

Target Audience

This program is designed for:

- HR leaders, OD practitioners, and people managers
- Strategy and transformation officers
- Organizational change agents
- Senior managers leading growth or restructuring initiatives
- Consultants and advisors in performance improvement

Individual Benefits

Key competencies that will be developed include:

- Organizational diagnostics and strategic thinking
- Change facilitation and cultural alignment
- Leadership development and talent strategy
- Intervention planning and execution
- Cross-functional collaboration and influence

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Greater organizational alignment and capability
- Improved team and business unit performance
- Enhanced change readiness and adaptability
- Sustainable leadership development strategies
- Measurable improvement in organizational effectiveness

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- OD theory and practice briefings
- Strategic planning and diagnostics
- Team-based simulations and organizational design
- Case studies, discussion forums, and real-world benchmarking
- Hands-on templates and action planning tools

Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Organizational Development Foundations & Diagnosis

• **Module 1: Introduction to Organizational Development (07:30 - 09:30)**

- OD vs. HR vs. Change Management
- Evolution and principles of OD
- Strategic enhancement and the role of OD

• **Module 2: Organizational Assessment & Diagnosis (09:45 - 11:15)**

- Using frameworks: McKinsey 7S, Burke-Litwin, Galbraith Star
- Conducting culture, structure, and capability assessments
- Stakeholder involvement and data collection tools

• **Module 3: Designing Effective Interventions (11:30 - 01:00)**

- Types of OD interventions (individual, team, system-wide)
- Change readiness and intervention planning
- Quick wins vs. long-term solutions

• **Module 4: Workshop - OD Diagnostic & Design Lab (02:00 - 03:30)**

- Teams assess a case organization and propose targeted interventions

Day 2: Strategy Alignment, Execution & Sustainability

• **Module 5: Strategic Alignment and Structure Design (07:30 - 09:30)**

- Linking business strategy to people and processes
- Organizational design for agility and growth
- Talent, leadership, and capability alignment

• **Module 6: Managing Change and Building a Development Culture (09:45 - 11:15)**

- Leading and communicating change
- Embedding values and reinforcing new behaviors
- Cultural transformation tools

• **Module 7: Evaluating Impact and Sustaining Momentum (11:30 - 01:00)**

- Measuring OD outcomes (KPIs, engagement, performance)
- Governance and continuous improvement
- Scaling interventions across departments

• **Module 8: Final Simulation - Strategic Enhancement Action Plan (02:00 - 03:30)**

- Participants design a real-world OD and transformation roadmap
- Presentation, feedback, and certification wrap-up

Certification

Participants will receive a **Certificate of Completion in Organizational Development & Strategic Enhancement**, validating their ability to lead organizational growth and performance transformation initiatives.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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<p>In-House / Customized Training</p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p>+601116373203</p>	<p>EMAIL:</p> <p>info@mawaevents.net</p>
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