**MAWA EVENTS**

**Address:** No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

**Phone:** +601116373203 | **Email:** info@mawaevents.net

# ADVANCED ORGANIZATIONAL DEVELOPMENT

*""Transforming Organizations for Peak Performance and Sustainable Growth""*

## Schedule

| Date | Venue | Fees (Face-to-Face) |
|---|---|---|
| 06 – 10 Apr 2026 | Barcelona, Spain | USD 3495 per delegate |

► **Available delivery methods:** Face-to-Face & Online Training

## Introduction

Organizational development (OD) is a systematic approach to improving organizational effectiveness, enhancing employee performance, and fostering a culture of continuous improvement. This 5-day course focuses on advanced OD strategies that enable organizations to navigate complex challenges, adapt to change, and achieve sustained growth. Participants will explore high-level OD theories, frameworks, and tools, including change management, leadership development, and team dynamics, and learn how to apply these to real-world organizational scenarios. By the end of the course, participants will be equipped to lead OD initiatives that transform their organizations and drive long-term success.

## Objectives

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

- Understand advanced organizational development theories and frameworks
- Apply change management principles to lead successful organizational transformations
- Develop and implement leadership development programs to enhance organizational capacity
- Build high-performance teams by applying OD tools to improve collaboration and communication
- Use diagnostic tools and techniques to assess and improve organizational culture and effectiveness

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## Why Attend

- Gain an advanced understanding of organizational development strategies and how they impact organizational performance
- Learn how to lead and manage organizational change initiatives that align with business objectives
- Understand how to develop and implement leadership development programs that build organizational capacity
- Enhance your ability to diagnose and resolve organizational challenges, including team dynamics and communication issues
- Learn how to cultivate a high-performance culture that promotes continuous improvement and innovation

## Target Audience

This program is designed for:

- Senior HR professionals and organizational development specialists
- Change management leaders and consultants
- Executives and managers responsible for leading organizational transformation
- Leadership development professionals
- Team leaders and managers focused on enhancing organizational effectiveness

## Individual Benefits

Key competencies that will be developed include:

- Advanced skills in organizational development theory, application, and best practices
- Expertise in change management and leadership development
- Ability to build and lead high-performance teams
- Proficiency in diagnosing and solving organizational challenges using OD tools
- Enhanced capability to drive sustainable change and improvement across the organization

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- The ability to lead and manage successful organizational development initiatives
- Improved organizational effectiveness and alignment with strategic business goals
- Enhanced leadership and team performance, resulting in higher employee engagement and productivity
- A stronger, more adaptable organizational culture that fosters continuous improvement and innovation
- Better use of OD tools and techniques to diagnose, address, and resolve complex organizational challenges

## Instructional Methodology

- Lectures on advanced organizational development theories, models, and strategies
- Case studies to explore real-world applications of OD in various organizations
- Group discussions to analyze challenges and solutions in organizational development
- Workshops to apply OD tools and techniques to practical organizational scenarios
- Role-playing and simulations to practice change management and leadership development

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## Course Outline

**Training Hours: 07:30 AM – 03:30 PM** Daily Format: 3–4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 – 02:00

**Day 1: Introduction to Advanced Organizational Development**

- Module 1: Overview of Organizational Development (07:30 – 09:30) • Key principles and theories of organizational development • The relationship between OD and business strategy • Understanding the role of OD in improving organizational effectiveness
- Module 2: Change Management in OD (09:45 – 11:15) • Principles and frameworks for managing organizational change • Identifying the stages of change and resistance • Techniques for leading and supporting change in organizations
- Module 3: Workshop – Leading Organizational Change (11:30 – 01:00) • Hands-on activity: Participants develop a change management plan for a real-world scenario

**Day 2: Leadership Development and Organizational Culture**

- Module 4: Leadership Development Programs (07:30 – 09:30) • Designing and implementing leadership development initiatives • Identifying key leadership competencies for organizational success • Assessing leadership capabilities and performance
- Module 5: Organizational Culture and Effectiveness (09:45 – 11:15) • Understanding organizational culture and its impact on performance • Tools for diagnosing and measuring organizational culture • Strategies for aligning culture with business objectives
- Module 6: Workshop – Building a Leadership Development Program (11:30 – 01:00) • Participants will design a leadership development program tailored to their organization\'s needs

**Day 3: Team Dynamics and High-Performance Teams**

- Module 7: Building High-Performance Teams (07:30 – 09:30) • Key characteristics of high-performing teams • Tools and techniques for improving team dynamics and collaboration • The role of trust, communication, and accountability in team performance
- Module 8: Conflict Resolution and Team Development (09:45 – 11:15) • Identifying and managing conflict in teams • Techniques for resolving conflicts and fostering collaboration • Building a culture of accountability and continuous learning in teams
- Module 9: Workshop – Team Development and Problem-Solving (11:30 – 01:00) • Hands-on session where participants work in teams to solve organizational challenges

**Day 4: OD Tools for Diagnosis and Problem Solving**

- Module 10: Diagnostic Tools in Organizational Development (07:30 – 09:30) • Key diagnostic tools for assessing organizational performance and culture • Using surveys, interviews, and focus groups to gather insights • Analyzing data to identify organizational challenges
- Module 11: Problem Solving and Decision Making in OD (09:45 – 11:15) • Tools for problem-solving and decision-making in organizations • Root cause analysis and the 5 Whys methodology • Developing and implementing solutions for organizational improvement
- Module 12: Workshop – Diagnosing Organizational Issues (11:30 – 01:00) • Participants will conduct an organizational diagnosis using OD tools and techniques

**Day 5: Creating a Continuous Improvement Culture**

- Module 13: Continuous Improvement in OD (07:30 – 09:30) • The importance of continuous improvement in organizational development • Applying the PDCA (Plan-Do-Check-Act) cycle to OD processes • Techniques for sustaining improvement and innovation over time
- Module 14: Measuring the Success of OD Initiatives (09:45 – 11:15) • Key performance indicators (KPIs) for measuring OD effectiveness • Evaluating the impact of OD interventions on organizational performance • Ensuring sustainability and long-term success in OD initiatives
- Module 15: Workshop – Developing a Continuous Improvement Strategy (11:30 – 01:00) • Participants will develop a strategy for integrating continuous improvement into their organization

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## Certification

Upon successful completion of this course, participants will receive a Certificate of Completion in Advanced Organizational Development, demonstrating their ability to apply advanced OD strategies to transform organizations and drive continuous improvement.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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| **In-House / Customized Training**<br>Interested in running this course for your team?<br>Please contact us: | TEL:<br><br>**+601116373203** | EMAIL:<br><br>**info@mawaevents.net** |

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