

CERTIFIED ORGANIZATION DEVELOPMENT PROFESSIONAL

“Drive transformation, build high-performing cultures, and lead sustainable organizational change with confidence.”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

Introduction

In a rapidly changing business environment, organizations must continuously evolve to remain competitive and relevant. The Certified Organization Development Professional program is designed to equip participants with the knowledge, skills, and frameworks to lead effective organizational transformation and development initiatives.

This course provides a deep understanding of how to assess organizational performance, design development strategies, and manage change in alignment with business goals. Participants will learn to apply OD principles to improve structures, processes, and culture, enhancing employee engagement and organizational effectiveness.

Through case studies, group activities, and practical exercises, participants will develop the expertise to act as change agents—driving innovation, alignment, and growth within their organizations.

Objectives

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

- Understand the principles, models, and evolution of Organization Development (OD).
- Conduct organizational assessments and diagnose performance issues.
- Design and implement OD interventions for individual, team, and organizational levels.
- Manage and sustain change initiatives effectively.
- Align people strategies with business objectives for long-term success.
- Foster a culture of continuous improvement and innovation.
- Use data and analytics to measure OD effectiveness and impact.
- Build leadership and facilitation skills for leading transformation.

Why Attend

This program enables professionals to strengthen their ability to lead organizational change and improve overall performance. By mastering OD tools and techniques, participants will be able to facilitate collaboration, enhance employee engagement, and align strategic goals with operational execution.

The course emphasizes practical, real-world application, helping professionals become trusted advisors and key contributors to their organization's transformation journey.

Target Audience

This course is ideal for:

- HR and OD Professionals
- Learning and Development Specialists
- Change Management Practitioners
- Business Leaders and Managers
- Strategy and Transformation Consultants
- Organizational Psychologists and Culture Leaders
- Anyone responsible for driving performance and change initiatives

Individual Benefits

- Gain a comprehensive understanding of OD principles and practices.
- Enhance your ability to manage change and lead transformation projects.
- Strengthen leadership, communication, and facilitation skills.
- Learn to apply OD tools for diagnosing and solving organizational issues.
- Build professional credibility with a globally recognized certification.
- Increase your capacity to drive sustainable performance improvement.

Organizational Benefits

- Improve organizational alignment and adaptability to change.
- Enhance collaboration, engagement, and team performance.
- Strengthen leadership capability and succession planning.
- Promote a culture of learning, innovation, and continuous improvement.
- Drive business growth through people-centered transformation.
- Ensure successful execution of change and development initiatives.

Instructional Methodology

This program uses a practical, interactive approach focused on real-world application and experiential learning.

Methodology includes:

- Interactive lectures and facilitated discussions
- Case studies and industry examples
- Group activities and simulations
- Role-playing and change management exercises
- Organizational diagnosis and intervention design workshops
- Peer learning and feedback sessions
- Development of a customized OD action plan

Course Outline

Module 1: Introduction to Organization Development

- Understanding OD principles, history, and evolution
- The role of OD professionals in modern organizations

Module 2: Organizational Diagnosis and Assessment

- Conducting needs analysis and data collection
- Identifying performance gaps and root causes

Module 3: Designing OD Interventions

- Developing effective interventions at individual, team, and organizational levels
- Selecting tools and models for behavioral and structural change

Module 4: Change Management and Transformation

- Change theories, models, and frameworks (e.g., Lewin, Kotter, ADKAR)
- Overcoming resistance and sustaining momentum

Module 5: Culture and Leadership Development

- Building leadership capacity for change
- Aligning culture with strategy and performance goals

Module 6: Team and Talent Development

- Enhancing team dynamics, trust, and collaboration
- Coaching, mentoring, and employee engagement strategies

Module 7: Measuring OD Impact and Results

- Developing KPIs and evaluation tools
- Using data and analytics to track development outcomes

Module 8: Building a Learning Organization

- Fostering continuous learning and knowledge sharing
- Embedding OD practices into organizational systems

Module 9: Capstone Project

- Designing and presenting a comprehensive OD intervention plan

Certification

Upon successful completion, participants will receive a Certified Organization Development Professional credential, recognizing their ability to lead organizational transformation, implement effective OD interventions, and build high-performance, adaptive organizations.

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.

In-House / Customized Training

Interested in running this course for your team?

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