

# aractech

Global Learning for Operational Leaders



LEADERSHIP AND MANAGEMENT | LM-015

## Organizational Development in Action

### Contact

+31 85 7444446  
info@aractech.com  
<https://aractech.eu>

### Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

# Course content

## Why Attend

Organizations that succeed over the long term are those that continuously adapt, evolve, and align their people, processes, and strategy. Organizational development (OD) is not just a theoretical concept—it is a practical discipline that drives performance, strengthens culture, and enables sustainable growth.

This course is designed to provide a hands-on understanding of how organizational development principles are applied in real workplace settings. It focuses on diagnosing organizational challenges, designing effective interventions, and leading change initiatives that improve performance and engagement.

## Course Methodology

- Real-world case studies and organizational scenarios
- Group discussions and interactive workshops
- Diagnostic tools and assessment exercises
- Role-playing and change simulation activities
- Practical frameworks for implementing OD initiatives

## Course Objectives

- Understand core concepts and frameworks of organizational development
- Diagnose organizational challenges and performance gaps
- Design and implement effective OD interventions
- Lead and manage organizational change initiatives
- Improve employee engagement and organizational culture
- Align people strategies with business objectives

## Target Audience

- This course is suitable for:
- HR and Organizational Development Professionals
- Managers and Team Leaders

# Course outline

## Detailed course outline

Day-by-day outline for Organizational Development in Action.

### Day 1 - Foundations of Organizational Development

- Introduction to organizational development concepts
- Role of OD in modern organizations
- Systems thinking and organizational effectiveness
- Understanding organizational structure and culture
- Identifying performance gaps and challenges
- Overview of OD models and frameworks

### Day 2 - Organizational Diagnosis and Assessment

- Techniques for diagnosing organizational issues
- Data collection methods (surveys, interviews, observations)
- Analyzing organizational performance and culture
- Identifying root causes of problems
- Using diagnostic tools and frameworks
- Practical exercise: organizational assessment

# Course outline

## Detailed course outline

Day-by-day outline for Organizational Development in Action.

### Day 3 - Designing OD Interventions

- Types of OD interventions (structural, behavioral, strategic)
- Aligning interventions with business objectives
- Employee engagement and team development strategies
- Leadership development and capability building
- Communication strategies for change
- Case study: designing an OD intervention

### Day 4 - Leading and Managing Change

- Change management principles and models
- Managing resistance to change
- Building commitment and stakeholder engagement
- Leadership role in transformation
- Implementing change initiatives effectively
- Simulation exercise: leading organizational change

# Course outline

## Detailed course outline

Day-by-day outline for Organizational Development in Action.

### Day 5 - Sustaining Organizational Performance

- Measuring success of OD initiatives
- Performance management and continuous improvement
- Embedding change into organizational culture
- Building agile and adaptive organizations
- Lessons learned and best practices
- Final group exercise and action planning

# Seminar dates

## Available seminar dates

Live dates and pricing for Organizational Development in Action generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	Barcelona	Classroom	€2,695
20 - 24 July 2026	London	Classroom	€2,940
3 - 7 August 2026	Munich	Classroom	€2,415
7 - 11 September 2026	Barcelona	Classroom	€2,695
12 - 16 October 2026	Paris	Classroom	€3,150
9 - 13 November 2026	Frankfurt	Classroom	€2,275
14 - 18 December 2026	Barcelona	Classroom	€2,695

### Live online option

Online delivery is available at €1,250.