

# Introduction to Organisational Development

**Duration: 2 days**

Organisational Development (OD) has become an increasingly common phrase in recent years. But what is it, where did it come from and how can it help an organisation to achieve its goals? In a nutshell OD is planned organisation-wide intervention aimed at improving an organisation's effectiveness and helping it achieve its strategic objectives.

This programme is a high-speed introduction to OD: exploring what it is and how we can use it to great effect within our organisation. The course will help delegates develop an understanding of this complex tool, methods to apply within an organisation and skills required to ensure its success.

## Who should attend this course?

The programme is designed for members of OD, Learning and Development and strategic HR teams.

## Course Objectives

- Understand what OD is and why it's important
- Get to grips with OD tools and methodologies
- Know the skills and resources required to implement OD effectively

## Course Outline

### Definition and background

- What is OD?
- Origins and history of OD and why it is being increasingly used in organisations today
- How OD can help an organisation achieve its strategic objectives
- Role of the OD practitioner

### Case studies

- Examples of how OD has had major impact in certain organisations

### Application

- Diagnostic methodology
- OD planning
- Anticipating and overcoming obstacles
- Tools and methodology

### Resources

- Skills required to facilitate OD effectively
- Stakeholder engagement