9171

In-Class

16 hours

EGP 6,090

Course Description:

A well-executed and managed human resources audit may help decrease employee turnover, disengagement, and friction. It may also help maintain strong morale and provide a competitive advantage. The audit ensures that the Human Resources department operates smoothly and efficiently to the best of its ability. It assists organizations in staying up to date on current laws and regulations, trends, and practices. The systematic verification of all aspects of human resources, including job analysis and design, recruitment and selection, placement and orientation, training and development, compensation, career progression, motivation, dispute and conflict resolution, and so on, can assist organizations in becoming the best players in their industries.

Target Audience:

This course is intended for HR Leaders and Managers.

Course objectives:

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

- Understand the foundational principles, theories, and roles of OD to support strategic organizational growth.
- Apply diagnostic tools and data collection methods to assess organizational culture and identify performance gaps.
- Design and implement targeted OD interventions that address structural, interpersonal, and strategic challenges.
- Develop effective change management plans using established models to overcome resistance and drive transformation.
- Evaluate the impact of OD initiatives and create strategies for sustaining long-term organizational improvement.
- Enhance consulting, facilitation, and communication skills to lead OD efforts and foster team development.

Course Outline:

Module 1: Foundations of Organizational Development:

- Introduction to OD: Defining organizational development and its role in achieving competitive advantage.
- History and Evolution of OD: Examining the historical roots and development of OD as a field.
- Theoretical Frameworks: Understanding key theories and models of planned change, such as Lewin's change model, action research, and appreciative inquiry.
- The OD Practitioner: Exploring the roles, skills, and ethical considerations of OD practitioners.

Module 2: Diagnosing Organizational Issues:

- Data Collection Methods: Learning various techniques for gathering data, such as surveys, interviews, and observations.
- Diagnostic Models: Utilizing frameworks like the six-box model or the open systems model to analyze organizational issues.
- Analyzing Organizational Culture: Understanding the impact of organizational culture on performance and change initiatives.

Module 3: Designing and Implementing Interventions:

- Human Process Interventions: Focusing on interpersonal and group dynamics, including team building, conflict resolution, and communication.
- Techno-structural Interventions: Addressing organizational structure, work design, and technology implementation.
- Human Resource Management (HRM) Interventions: Exploring talent management, performance management, and employee engagement strategies.
- Strategic Change Interventions: Facilitating large-scale organizational transformations, including mergers, acquisitions, and cultural shifts.

Module 4: Change Management:

- Understanding Resistance to Change: Identifying common reasons for resistance and developing strategies to overcome it.
- Change Management Models: Applying frameworks for managing the change process, such as Kotter's 8-step model.
- Developing Change Management Plans: Creating actionable strategies for implementing and sustaining change initiatives.

Module 5: Evaluation and Sustainability:

- Evaluating OD Interventions: Measuring the effectiveness of implemented interventions and making necessary adjustments.
- Ensuring Sustainability: Developing strategies for long-term organizational development and continuous improvement.

9171

In-Class

16 hours

EGP 6,090

- Future Trends in OD: Examining emerging trends and challenges in the field, such as the impact of technology and globalization.

Module 6: Specific Applications and Skills:
- Consulting Skills: Developing the ability to effectively consult with clients and facilitate change.
- Facilitation Skills: Mastering the art of leading group discussions and workshops.
- Communication Skills: Enhancing communication strategies for engaging stakeholders and promoting buy-in.
- Team Development: Understanding team dynamics and facilitating team effectiveness.

Assessment Strategy:
Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

Program language:
English

Prerequisites:
N/A