

Certified Organization Development Professional

Course code: HRT-003



SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Organizational Development (OD) is a new trend, it enhances the role of HR to become a true strategic partner in the business. This course will help you learn all about OD from definition to applications. It will also equip you with the knowledge and skills you need to translate OD strategies into actions. Furthermore, this course examines the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change.

Why Attend

This course uses a combination of theory and practical application of course concepts. Participants will engage in simulation exercises combined with round table discussions of real life situations allowing them to gain a strong grip on the knowledge and skills presented in this course.

Who Should Attend

The course can be attended by HR professionals, OD practitioners, HR consultants & trainers and anyone who is interested in the field of OD.

— Learning Objectives

- Understand the field of Organizational Development (OD)
- Assess the organization readiness for development
- Present OD related data analytics
- Draft an OD strategy
- Implement change management processes

— Course Outline

DAY
1

OD overview

- Introduction to the field of Organizational Development
- The Main Conceptual Framework of OD
- OD History and Pioneers
- Action Research Model
- Identifying Needs
- Assessing the organization readiness for development
- How OD has benefited HR and the organization?

DAY
2

OD analytics

- Creating Data Collection Tools
- Preparing and Facilitating Feedback Sessions
- Conducting Interviews and Feedback
- Big Data
- Collecting and Analyzing Data
- Presenting Data and Observations
- Data collection plan
- Gaining Agreement and Buy-in
- Setting Priorities

DAY
3

OD strategy

- Origins of strategy
- Strategic Planning
- SWOT analysis
- Vision statement
- Mission statement
- Strategic Goals
- OD strategy
- Competency Centricity
- Compensation Centricity
- Performance Centricity
- Identifying Action Plans
- Creating Project Plans

DAY

4

OD intervention and change

- Designing OD Interventions
- Organizing Customer Needs
- What is change management?
- Implementing Change Management Process
- Internal Customer Satisfaction and Engagement
- Evaluating Results
- Sustaining Change

DAY

5

OD maintenance

- Preparing the organization for Maintenance
- Creating a preventive system
- Spending versus end results ROI
- Auditing sustainability
- Proactivity and continuous development
- Dialogic versus Diagnostic OD

— Upcoming Classroom Dates

DATE	LOCATION	FEE
12 - 16 October 2026	Frankfurt - Germany	€1,625
9 - 13 November 2026	Barcelona - Spain	€1,925
14 - 18 December 2026	Frankfurt - Germany	€1,625
18 - 22 January 2027	London - United Kingdom	€2,100
15 - 19 February 2027	Munich - Germany	€2,125
15 - 19 March 2027	Barcelona - Spain	€1,925
19 - 23 April 2027	Paris - France	€2,250
17 - 21 May 2027	Frankfurt - Germany	€1,625

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.