



LEADERSHIP AND MANAGEMENT

Organizational Development in Action

Course code: LM-015

SPARK TRAINING

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

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— Workshop Overview

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. Participants will gain practical tools to assess organizational effectiveness, manage change, and build a culture that supports continuous improvement and innovation.

Why Attend

This programme uses a practical, action-oriented approach:

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Real-world case studies and organizational scenarios

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Group discussions and interactive workshops

Who Should Attend

HR and Organizational Development Professionals

Managers and Team Leaders

Change Management Practitioners

Learning and Development Specialists

Business Partners and Strategy Professionals

Anyone involved in improving organizational performance

— Learning 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
- Measure and sustain organizational improvement efforts

Course Outline

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

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

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

— Upcoming Classroom Dates

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

— 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.