

Organizational Development

The Clarico Group Inc.

www.claricogroup.com

Organizational Development



Organizations are continually faced with the challenges of developing a confident and competent workforce in order to achieve organizational goals, increase productivity and positive outcomes. **Organizational Development Training Course** will help managers realise their importance and role in communications within the company and outside, appreciate the process and the tools and ultimately use them at subsequent situations.

The Organizational Development Training Course is ideal for senior managers, senior HR practitioners, OD specialists, internal change agents and consultants or just anyone who are charged with setting up or delivering Organizational Development capability through their function or role and want to explore the topic further. This one week training course will change the way your company thinks and functions!

COURSE CONTENT

Defining organization development

- Demystifying the organization and working with organizational models
- Looking at the organization as a whole and ‘thinking in layers’
- The OD Mindset: thinking systemically
- Making sense of OD interventions

Organizational Development concepts and processes

- Intake process
- Transactional Analysis
- Organization Diagnosis
- Considering organized labour

Choosing an organization design model and approach

- Making the case for organization design
- Relating structural choices to business strategy
- Surfacing the risks in the organization design project
- Involving leaders and other stakeholders
- Structures considering union needs
- Measuring progress during and after the design work.

Agreeing the program governance

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- Deciding the role of HR in organization design
- Enhancing the effectiveness of training programs

LEARNING OUTCOME

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

- Understand the components of an Organizational Development process
- Review managerial motivation and barriers to support OD
- Describe the project plan design implications for OD, the stimuli that can be used to develop deeper understanding and benchmarks for the best Organizational Development practice
- Contract the types of training and knowledge management that compliment project designs
- Create a realistic and inspirational vision for the future
- Identify a broad action plan focused on areas of key development

Enlightenment and Knowledge Transfer

One of our core values is to educate and transfer continuous improvement philosophy and a *lean* way of thinking across the organization. In addition to direct projects we are able to:

1. Lead Workshops on best practices and adoption of Lean tools and techniques
2. Employ video and multimedia production to capture and celebrate success stories from across the organization. We can produce and highlight your most potent lean tools – **your people**.
3. Curate resources (print, digital, e-learning tools, and other) for continued learning and development

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**ENABLE
EDUCATE
ENLIGHTEN**



About Us

The Clarico Group puts ourselves in your shoes, listens and accurately grasps your needs, issues and problems. Then we help you to succeed by delivering any combination of our Clarico Client Trilogy.

Client Option #1 – We Enable by Doing or helping to do what you need to succeed

Our consultants deliver results for you by working on your behalf, running programs or projects for you or just being part of your teams, to make the best happen for you by planning and executing at strategic, tactical and operational levels. We help your teams make better, more creative decisions and, most importantly, actually execute on them.

Client Option #2 – We Educate Using Workshops to educate you as to how and what you need to succeed

Before, during or after our consulting work for you ... it's your choice ...we make sure that there's knowledge and skills transfer. We innovate, design and build interactive workshops, eLearning and classroom training MENTO. The right concept. The right message. The right media. At The Clarico Group we customize and integrate traditional and new media.

Client Option #3 – We Enlighten by providing you with how-to media to guide your success.

We provide our clients with the best book, audio and video media and references to allow you to enable your success for yourself.

Contact us:

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