Strategic Organization Development Training Course

Professional Development Training Course Outline

Category	Development	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In a rapidly evolving business landscape, strategic organization development is essential for companies seeking sustained growth, innovation, and resilience. Our "Strategic Organization Development Training" course empowers leaders and HR professionals with the tools and knowledge to drive organizational change, improve performance, and build a positive culture. By focusing on the intersection of strategy, culture, and development, this course helps participants create and implement effective organizational initiatives that align with long-term goals.

Throughout this course, participants will gain insights into key OD practices, including change management, workforce planning, leadership development, and employee engagement. The course provides actionable strategies, case studies, and hands-on exercises that enable participants to develop customized OD strategies tailored to their organization’s specific needs. With a focus on both theory and practice, this training ensures participants leave with a robust understanding of OD frameworks and real-world applications.

Organizations that invest in strategic OD training enjoy numerous benefits, including increased productivity, enhanced employee satisfaction, and the ability to adapt quickly to market shifts. Through improved structure, streamlined processes, and a focused development approach, businesses can foster a culture of continuous improvement and innovation. This training equips leaders to build a resilient and agile workforce capable of meeting future demands and sustaining competitive advantage.

This course is ideal for HR professionals, organizational development practitioners, team leaders, and executives looking to transform their organization's performance and culture. Participants will be equipped with skills to analyze current processes, design effective interventions, and develop long-term OD strategies aligned with business goals.

Programme Curriculum

Strategic Organization Development Training Course

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Duration: 10 days

Course Objective

1. Understand the core concepts and frameworks in strategic organization development.
2. Develop skills in change management and navigating organizational transformation.
3. Gain expertise in workforce planning and talent management.
4. Learn to create a positive and engaging organizational culture.
5. Build skills in leadership development and succession planning.
6. Enhance team performance through strategic interventions.
7. Cultivate a culture of continuous learning and development.
8. Improve employee engagement and retention strategies.
9. Apply data-driven decision-making to organization development.
10. Equip participants with tools to implement and sustain OD initiatives.

Organizational Benefits

1. Increased employee engagement and satisfaction.
2. Enhanced organizational agility and adaptability to change.
3. Strengthened leadership pipeline and succession planning.
4. Improved alignment between strategic goals and workforce performance.

5. Higher productivity through streamlined processes.
6. Reduced turnover and improved employee retention.
7. Strengthened company culture and morale.
8. Data-informed decision-making in OD initiatives.
9. Enhanced collaboration across departments.
10. Greater innovation through a culture of continuous improvement.

Target Participants

This course is ideal for:

- Human Resource professionals and organizational development practitioners.
- Team leaders, department heads, and executives.
- Change management specialists.
- Consultants involved in OD and change initiatives.
- Business leaders interested in transforming organizational culture and performance.

Course Outline

Module 1: Introduction to Strategic Organization Development

1. Overview of organizational development and its importance.
2. Key OD models and frameworks.
3. Aligning OD with business strategy.
4. Case study on successful OD implementation.
5. Exercises on defining OD goals.

Module 2: Change Management and Transformation

1. Theories and models of change management.
2. Navigating resistance to change.
3. Building resilience and adaptability.
4. Case study: Successful organizational change.
5. Practical exercises in change strategy.

Module 3: Workforce Planning and Talent Management

1. Workforce analysis and planning techniques.
2. Building a future-ready talent pipeline.
3. Succession planning and career pathing.
4. Real-life talent management case study.
5. Exercises in workforce forecasting.

Module 4: Culture Development and Employee Engagement

1. Assessing and shaping organizational culture.
2. Strategies to increase employee engagement.
3. Building a positive and inclusive workplace.
4. Case study on cultural transformation.
5. Practical exercises in culture building.

Module 5: Leadership Development and Succession Planning

1. Developing future leaders.

2. Key elements of succession planning.
3. Identifying and nurturing leadership potential.
4. Leadership development case study.
5. Exercises in succession planning.

Module 6: Team Performance and Dynamics

1. Principles of high-performing teams.
2. Tools to assess and improve team dynamics.
3. Managing team conflict constructively.
4. Case study on enhancing team performance.
5. Group exercises in team building.

Module 7: Learning and Development Strategy

1. Building a continuous learning culture.
2. Designing effective training and development programs.
3. Aligning L&D with organizational goals.
4. Case study on L&D strategy success.
5. Exercises in training program design.

Module 8: Employee Retention and Motivation

1. Strategies to improve employee retention.
2. Techniques to enhance motivation and morale.
3. Addressing turnover and employee satisfaction.
4. Case study: Effective retention strategies.
5. Exercises in motivation strategies.

Module 9: Data-Driven Decision-Making in OD

1. Leveraging data analytics for OD.
2. Measuring impact and ROI of OD initiatives.
3. Tools for OD metrics and KPIs.
4. Case study: Data's role in OD success.
5. Exercises in OD data analysis.

Module 10: Implementing and Sustaining OD Initiatives

1. Steps for implementing OD programs.
2. Overcoming barriers to long-term OD success.
3. Sustaining and evolving OD efforts.
4. Real-life case study on OD sustainability.
5. Exercises in OD initiative planning.

Methodology

The instructor led trainings are delivered using a blended learning approach and comprises of presentations, guided sessions of practical exercise, web-based tutorials and group work. Our facilitators are seasoned industry experts with years of experience, working as professional and trainers in these fields.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com