Management And Leadership

Organizational and Effectiveness Development

Course Introduction

In today's rapidly changing business environment, organizations must continuously evolve and adapt to remain competitive. This comprehensive course is designed to equip participants with the skills and knowledge necessary to align organizational development initiatives with the overall strategy of the company. Throughout this program, participants will learn how to strategically align organizational development activities with company goals, ensuring that interventions and initiatives support the achievement of strategic objectives.

Additionally, participants will explore the impact of organizational culture on effectiveness and gain strategies for shaping and transforming culture to create a high-performing organization. They will also delve into change management techniques, equipping them with the skills to lead successful organizational transformations and overcome resistance to change. Lastly, participants will develop expertise in performance management, enabling them to effectively set goals, measure performance, provide feedback and coaching, and develop talent in alignment with the company's strategy.

Target Audience

- HR Directors
- Organizational Development Professionals
- Talent Management Specialists
- Change Management Consultants
- Mid-to-Senior Level Managers
- Learning and Development Professionals
- Culture Transformation Leaders
- Business Strategy Consultants
- Performance Management Specialists
- Corporate Trainers

Learning Objectives

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

- Develop the skills to align organizational development activities with the overall strategy of the company, ensuring that initiatives and interventions support and contribute to the achievement of strategic goals.
- Gain an understanding of organizational culture and its impact on effectiveness, and learn strategies for shaping and transforming culture to create a high-performing organization.
- Acquire knowledge and tools for effective change management in organizational development, including leading change, stakeholder engagement, and overcoming resistance to drive successful transformation.
- Enhance expertise in performance management to enhance organizational effectiveness, including goal-setting, performance measurement, feedback and coaching, and talent development aligned with the company's strategy.

Course Outline

- **01 Day One**

  Introduction to Organizational Development and Strategy Alignment

  - Understanding Organizational Development (OD) and its Importance
  - Overview of Company Overall Strategy and Goals
  - Key Elements of Strategic Alignment
  - Assessing Organizational Readiness for Change
  - Identifying Gaps between Organizational Development and Strategy
  - Developing Action Plans for Aligning OD Activities with Company Strategy

- **02 Day Two**

  Building a High-Performing Organizational Culture

  - Defining and Assessing Organizational Culture
  - Impact of Culture on Organizational Effectiveness

- Strategies for Shaping and Transforming Organizational Culture
  - Creating a Culture of Continuous Learning and Development
  - Change Management Techniques for Cultural Transformation
  - Best Practices in Building a High-Performing Organizational Culture

• **03 Day Three**

Performance Management and Organizational Effectiveness

  - Understanding Performance Management in OD
  - Goal-Setting and Performance Measurement
  - Developing Effective Performance Appraisal Systems
  - Feedback and Coaching for Performance Improvement
  - Talent Development and Succession Planning
  - Aligning Performance Management with Company Strategy

• **04 Day Four**

Change Management and Organizational Transformation

  - Introduction to Change Management in Organizational Development
  - Theories and Models of Change Management
  - Leading Change: Role of Leaders and Managers
  - Effective Communication and Stakeholder Engagement in Change
  - Overcoming Resistance to Change
  - Planning and Executing Successful Organizational Transformation

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 13, 2025	April 16, 2025	4 days	4250.00 $	KSA - Riyadh
July 7, 2025	July 10, 2025	4 days	4250.00 $	UAE - Dubai
Nov. 17, 2025	Nov. 20, 2025	4 days	4250.00 $	UAE - Abu Dhabi