HR Strategy and Training

Certified Organization Development Professional (CODP)

Course Introduction

In an era of rapid disruption and constant evolution, organizations must proactively shape their internal structures, cultures, and capabilities to survive and succeed.

The **Certified Organization Development Professional (CODP)** program by **BOOST** is a comprehensive, forward-thinking training program designed to equip participants with the strategic, analytical, and leadership skills necessary to design, lead, and sustain high-impact organizational development (OD) initiatives.

This intensive course covers the core foundations of OD while also integrating modern approaches such as strategic organization design, change leadership, digital transformation readiness, data-driven diagnosis, and culture shaping.

Participants will learn to diagnose systemic challenges, architect interventions, align people and processes to business strategies, and foster agile, resilient organizations ready for the future.

Target Audience

- HR and OD professionals responsible for organizational change and development.
- Senior managers, HRBPs, and consultants driving business transformation initiatives.
- Learning and Development (L&D) leaders seeking to integrate OD practices into talent strategies.
- Change leaders and project managers involved in agile transformation programs.

Learning Objectives

- Master the theoretical foundations, principles, and ethical standards of Organization Development (OD).
- Diagnose complex organizational challenges using advanced models and data analysis.

- Design, implement, and sustain high-impact OD interventions across multiple levels (individual, group, organizational).
- Lead change initiatives that align organizational culture, structure, and strategy.
- Leverage OD to enable digital transformation, innovation, and future-readiness.
- Develop a long-term roadmap to embed continuous learning and adaptability into organizational DNA.

Course Outline

- **DAY 01**

  Organization Development Foundations and Strategic Context

  - The evolution of OD: From traditional consulting to strategic business partnering.
  - Core values, principles, and ethics of OD practice.
  - Understanding systems theory, open systems models, and organizational complexity.
  - OD's role in shaping business strategies, operating models, and talent ecosystems.
  - Linking OD interventions to enterprise performance and competitive advantage.
- **Day 02**

  Diagnostic Approaches and Organizational Assessment

  - Principles of effective organizational diagnosis and discovery.
  - Data-driven approaches: Surveys, interviews, ethnographic studies, observation, network analysis.
  - Advanced diagnostic models: McKinsey 7S, Burke-Litwin, Congruence Model, AIHR's Organizational Design Model.
  - Conducting root cause analysis to distinguish symptoms from systemic issues.
  - Synthesizing insights into actionable problem statements and opportunities.

- **Day 03**

  Designing High-Impact OD Interventions

  - Frameworks for intervention design: Individual, team, department, enterprise levels.
  - Organizational culture interventions: Cultural mapping, realignment strategies.

- Leadership development, succession planning, and strategic capability building.

- Team effectiveness and collaborative work design interventions.

- Change-enabling interventions for digital transformation, innovation, and agility.

• Day 04

Leading and Sustaining Organizational Change

- OD and Change Management: Complementary but distinct practices.

- Leading change at scale: Kotter, ADKAR, and beyond.

- Strategies for stakeholder engagement and navigating resistance.

- Building psychological safety, trust, and empowerment for sustainable transformation.

- Integrating learning and development, coaching, and performance systems into OD initiatives.

• Day 05

Embedding OD into Organizational DNA

- Evaluating OD effectiveness: Success metrics, impact measurement, ROI models.

- Building resilient, adaptable, learning organizations.

- OD's role in driving employee experience, engagement, and future workforce strategies.

- Scaling OD capabilities across the organization: Internal OD Centers of Excellence.

- Capstone Discussion: Designing an integrated, multi-year OD roadmap for real-world application.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 20, 2025	May 24, 2025	5 days	4250.00 $	UAE - Dubai
Aug. 11, 2025	Aug. 15, 2025	5 days	4250.00 $	UAE - Dubai
Oct. 27, 2025	Oct. 31, 2025	5 days	4250.00 $	UAE - Abu Dhabi