HUMAN RESOURCES MANAGEMENT

HR7 Organisational Development

The Organisational Development course equips senior leaders and HR professionals with essential strategies and tools to drive transformative changes within their organisations. Participants will delve into creating impactful organisational strategies, implementing development interventions, and utilising diagnostic tools to propel organisational success. Attendees will learn to leverage best practices, manage stakeholder relations, and measure the effectiveness of development initiatives to ensure continuous growth and competitive advantage.

Course Information

Duration: 5 days

London (£4950): 19th January 2026, 13th April 2026, 8th June 2026, 27th July 2026, 21st September 2026, 9th November 2026, 18th January 2027, 12th April 2027, 21st June 2027, 9th August 2027, 4th October 2027, 22nd November 2027, 28th February 2028

Dubai (£4950): 9th February 2026, 18th May 2026, 12th October 2026, 14th December 2026, 29th March 2027, 20th September 2027

Kuala Lumpur (£4950): 24th August 2026

Barcelona (£4950): 26th January 2026, 17th August 2026, 12th April 2027, 28th June 2027, 6th September 2027

Milan (£4950): 15th June 2026, 26th April 2027, 12th July 2027

Paris (£4950): 11th May 2026, 22nd March 2027, 18th October 2027

Athens (£4950): 17th May 2027, 5th July 2027, 13th September 2027

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for senior managers, HR leaders, and specialists in organisational development who play pivotal roles in steering organisational strategies and enhancements. It is ideal for those looking to refine their skills in managing complex changes, driving employee performance, and fostering organisational resilience against evolving business landscapes.

Course profile

Laying the Strategic Foundations

- Assessing organisational readiness for change
- Engaging stakeholders for effective buy-in
- Conducting a strategic organisational review
- Implementing Force Field Analysis for decision-making
- Establishing vision and objectives for development

Diagnostic Tools and Frameworks

- Conducting a PESTLE analysis for external impacts
- Utilising SWOT analysis to identify organisational strengths and weaknesses
- Applying quality models to enhance organisational standards
- Designing future state scenarios for strategic alignment
- Exploring organisational design frameworks for effective structuring

Development Interventions and People Management

- Planning interventions to bridge developmental gaps
- Enhancing performance management systems
- Motivating teams through effective reward systems
- Facilitating professional development through coaching and mentoring
- Utilising action learning for problem-solving

Strategic Change Implementation

- Developing comprehensive business plans for organisational transformation
- Implementing business process re-engineering (BPR) for efficiency

- Managing outsourcing and restructuring scenarios
- Employing Kotter's 8 Step Model for effective change management
- Cultivating a network of change advocates

Measuring Impact and Ensuring Continuity

- Setting benchmarks and performance indicators for HR analytics
- Monitoring and auditing change strategies
- Reviewing organisational changes for continuous improvement
- Calculating return on investment for development initiatives
- Ensuring sustainable organisational practices

Competencies

At the end of the course delegates will be able to:

- Design and implement effective organisational development strategies.
- Analyse and apply diagnostic tools to assess organisational needs.
- Plan and execute developmental interventions tailored to organisational goals.
- Lead transformative change initiatives using established models.
- Develop metrics to measure and maximise organisational performance.
- Enhance stakeholder engagement and management.
- Utilise HR analytics to drive decisions and improvements.
- Foster a culture of continuous learning and development.

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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