

International Development Programmes

ORGANISATION DEVELOPMENT & DESIGN

A 12 hour (2 session) intensive development programme that provides a focus on Values, Diversity and Engagement and their contribution to business progress and success.

PROGRAMME OVERVIEW

A concentration on the business and people aspects of organisation development. The visible intentions and delivery of business progress allied to people best practices from a values, diversity and engagement perspective.

PROGRAMME OBJECTIVE

At the end of the programme participants will have increased their capability and confidence to contribute to an enhanced Brand and Employment Experience implementation that aids organizational and business success.

SESSIONS INCLUDE

Essentially examining the key aspects of organisational development and progress from the practical perspective of aligning strategic business deliverables with people initiatives that work to enhance that delivery.

1. Vision, Mission and Values

Context for strategic intent, embedding and delivering

2. Employment Brand and Employment Experience

Responding to the demands of the led. An updated look at how employment experiences are being shaped and improved in response to changing generational workforce demands.

3. Values

Driving appropriate behaviours via value driven approaches.

A key initiative for many which few have implemented effectively.

4. Diversity

Attracting and selecting best fit talent from wherever it originates.

A specific look at the impact of improved gender diversity.

5. Engagement

A key driver of success for an increasing number of organisations.

Specific approaches and initiatives to improve workforce engagement – gaining willing commitment!

6. Business and People

Alignment and more alignment for best results – practical initiatives

Key action points and takeaways for both organisation and the individual.

LEARNING OUTCOMES

On completion of the programme the participants will have:

- Increased their knowledge, skills and confidence to provide a leading edge ODD service to their organisation/business that enhances their “employer of choice” brand.
- Identified and used key tools in organisational design to offer efficient structural approaches to their organisation/business.
- Identified key work experiences that lead to talent attraction and retention and compared these to their current organisation practices.
- Focused on three main areas of improving organisational development, namely embedding appropriate values, creating a diverse workforce (particularly gender diverse) and enhancing engagement.
- Clearly constructed a transfer of learning action plan that implements progressive organisational development in their own organisation i.e. creating an “employer of choice”.

NB. An interactive yet stretching programme that can be enjoyed by anyone in organisational or business life who is interested in progressing the aligned business and people agenda for success.



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