

## Organisational Design & Development

### Course Overview

Enhance capability, understanding and impact in Organisational Design and Development. OD&D is becoming more and more important in the HR environment, where OD specialist as well as HR and L&D business partners are required to help the organisation successfully navigate change within a people context.

Learners will deepen their understanding of good theory from experts to increase capability in practice, and work in systemic ways leading the business through recognising how the different aspects of change connect to each other.

At the end of the course, you will be able to:

- Set the context for OD&D and consider the range of consulting processes and styles and their implications for use
- Assess and apply organisation diagnostic tools
- Design and Deliver Organisation Development Interventions
- Use predictions of major trends in the 'to be' organisation design
- Assess which organisation design structures are most appropriate for organisational need and how to manage the design process from inception to implementation
- Designing roles and work climates conducive to 'Good Work'.

### Delivery Method

Digital

### Course Duration

50-70 hours

### Max Numbers (Cohort)

NA

### Audience

Designed for people practitioners who are interested in developing healthy workplaces

On completion, you will have the practical knowledge and capability to deliver and perform at an industry-recognised standard. You will have the opportunity to be part of a community of like-minded people professionals to continue your professional development by learning and sharing with others.

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