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COURSE BROCHURE

Advanced Organisational Development Practice Training Course

22 February – 5 March 2027
Barcelona

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Registered in the United Kingdom and Saudi Arabia

Advanced Organisational Development Practice Training Course

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Organisational Development Practice is a 2-week advanced training course for OD practitioners, HR business partners and change leaders who diagnose how organisations function and design planned interventions. Participants complete an OD intervention plan for a live organisational issue. Hybrid working, restructuring and rising expectations on workforce wellbeing now test whether structures, culture and leadership fit long-term performance. Jupiter Prime Training delivers this course on organisational development practice.

Why Organisational Development Practice Matters Now

Three pressures now shape organisational development work. Workforce expectations around flexibility, fairness and wellbeing keep shifting, investors and boards read people metrics in sustainability reports, and repeated restructuring leaves change fatigue behind. An organisation that diagnoses before it intervenes can redesign roles, teams and norms with lasting effect and keep trust intact. One that jumps to fashionable fixes wastes budget and loses capable staff. The course connects OD practice to ISO 26000 guidance on labour practices and to the workforce disclosures of the Global Reporting Initiative GRI Standards.

Who Gains Most from Organisational Development Practice

- Practitioners who scope diagnostic engagements and facilitate collective sensemaking with leadership teams
- HR business partners who translate business strategy into structure, capability and culture priorities
- Change leads who sequence interventions across units and manage resistance and readiness
- Talent and learning specialists who shape leadership and team effectiveness interventions
- Internal consultants who evaluate whether interventions shift behaviour and performance

Organisations gain most when an HR business partner, an internal OD consultant and a line leader from the same unit attend together, because diagnosis, sponsorship and follow-through then sit in one group.

Organisational Development Practice Capabilities

Participants move from contracting a client relationship and reading organisational data to designing, sequencing and evaluating interventions that hold after the consultant steps back.

- Design a diagnostic approach using open systems and action research models — engagement scoping decisions
- Assess culture, structure and team dynamics from survey, interview and network data — intervention priorities
- Build an intervention architecture across individual, team and whole-system levels — sponsor approval
- Apply large-group and appreciative methods to engage stakeholders — ownership of change
- Test readiness, resistance and capacity for change — sequencing and pacing choices
- Calculate and communicate intervention outcomes against agreed indicators — executive investment decisions

Key Organisational Development Practice Terms

- Action research — a cycle of joint diagnosis, action and reflection in which the client system studies and changes itself with the practitioner
- Open systems model — a view of the organisation as inputs, transformation processes and outputs shaped by its environment
- Psychological contract — the unwritten expectations employees and employer hold about what each owes the other
- Intervention architecture — the planned sequence and combination of activities that move a system toward its desired state
- Organisational culture — the shared assumptions, values and norms that shape how people behave when no rule applies
- Change readiness — the degree to which people and structures are prepared and willing to adopt a proposed change

Organisational Development Practice Day by Day

Day 1: Forces Reshaping Organisations

- Hybrid Work and Workforce Expectation Shifts — Redesign of Roles and Norms
- People Metrics in Sustainability Reports — Board Scrutiny of Workforce Health
- ISO 26000 Labour Practices Guidance — Responsible Employment Choices
- Change Fatigue Patterns After Restructuring — Pacing of New Initiatives
- OD Value Proposition Canvas — Positioning OD With Executives

Day 2: The OD Practitioner Role and Contracting

- Consulting Roles From Expert to Process Consultant — Client Dependency Levels
- Contracting Conversations and Engagement Letters — Scope and Mutual Expectations
- Practitioner Use of Self — Bias and Boundary Awareness
- Ethical Dilemmas in Internal Consulting — Confidentiality and Loyalty Conflicts
- Sponsor and Client System Mapping — Who Owns the Change

Day 3: Diagnostic Models

- Open Systems Diagnostic Model — Fit Between Environment and Internal Design
- Six-Box and Congruence Models — Alignment of Structure, Rewards and Tasks
- Causal Models of Performance and Change — Transformational Versus Transactional Levers
- Model Selection Criteria — Matching Lens to Presenting Problem
- Diagnostic Hypothesis Statements — Focus for Data Gathering

Day 4: Gathering and Interpreting Organisational Data

- Engagement and Climate Survey Design — Question Validity and Sampling
- Semi-Structured Interview and Focus Group Protocols — Depth of Insight
- Organisational Network Analysis — Informal Influence and Bottlenecks
- Data Feedback Meetings — Joint Ownership of Findings
- Theme Coding and Root Cause Mapping — Choosing Leverage Points

Day 5: Culture and Behavioural Norms

- Culture Levels of Artefacts, Values and Assumptions — Depth of Required Shift
- Culture Assessment Instruments — Current and Desired Profile Gaps
- Subculture Mapping Across Units — Integration After Mergers
- Leadership Signals and Symbolic Acts — Reinforcing New Norms
- Psychological Safety Assessment — Conditions for Candour and Learning

Day 6: Designing Interventions

- Intervention Typology by Level — Individual, Team, Intergroup and System
- Structural Redesign and Spans of Control — Decision Rights Clarity
- Process Redesign Interventions — Cross-Functional Handoff Quality
- Intervention Architecture Sequencing — Quick Wins Versus Deep Change
- Theory of Change Logic Model — Assumptions Linking Activity to Outcome

Day 7: Team and Intergroup Interventions

- Team Effectiveness Diagnostics — Purpose, Roles and Working Agreements
- Team Launch and Reset Sessions — Shared Goals for New Teams
- Intergroup Conflict Mirroring — Repairing Relations Between Functions
- Coaching-Based Team Interventions — Leader Behaviour Change
- Virtual Team Rituals — Cohesion in Distributed Settings

Day 8: Whole-System and Large-Group Methods

- Appreciative Inquiry 4-D Cycle — Strength-Based Future Design
- Future Search and Open Space Formats — Engagement at Scale
- World Cafe Dialogue — Surfacing Collective Insight
- Stakeholder Participation Planning — Voice of Frontline Staff
- Large-Group Event Design Choices — Format, Size and Follow-Up

Day 9: Readiness, Resistance and Evaluation

- Change Readiness Assessment — Go or Delay Decisions
- Resistance as Diagnostic Data — Redesigning the Approach
- Intervention Evaluation Levels — Reaction to Business Results
- Leading and Lagging People Indicators — Progress Dashboards
- GRI Standards Workforce Disclosures — External Reporting of People Outcomes

Day 10: Practising the OD Intervention Plan

- Contract and Sponsor Map Drafting — Applying Contracting Methods
- Diagnostic Findings Synthesis — Applying Models and Data Analysis
- Culture and Team Intervention Selection — Applying Design Typology
- Evaluation Indicators and Readiness Review — Applying Measurement Methods
- OD Intervention Plan Presentation — Peer Consultation and Final Revision

Applying Organisational Development Practice After the Course

- Run a diagnostic feedback meeting with one leadership team using the open systems model and data-feedback approach from the course
- Draft a theory of change logic model for one current change initiative and agree its leading people indicators with the sponsor

Organisational Development Practice Questions FAQ

What is organisational development practice, and why does it matter now?

Organisational development practice is the planned, evidence-based work of diagnosing and changing how an organisation functions. It matters now because hybrid work, restructuring and board interest in people metrics demand changes that last rather than quick fixes.

Which roles gain most from organisational development practice training?

OD practitioners, HR business partners, change leads, talent specialists and internal consultants gain most. Each uses diagnosis and intervention design for a different decision, from contracting with a sponsor to evaluating results.

How does organisational development practice differ from a change management course?

A change management course usually focuses on rolling out one defined change through communication and training. This advanced course starts earlier, diagnosing the system, then designs culture, team and whole-system interventions and evaluates their effect.

What do you bring back from organisational development practice training?

You bring back a completed intervention plan for a real issue, a toolkit of diagnostic models and data methods, and an evaluation approach you can agree with sponsors before work begins.

Organisational Development Practice: The Way Forward

The OD intervention plan first informs which leverage point a sponsor funds in the coming quarter. HR business partners use it to align leaders, internal consultants use it to sequence activities, and line managers use it to brief their teams. After its first use, revisit the diagnostic hypotheses, because early intervention results often reveal causes the original data missed.