

Organisation Development Foundation Series

Module Outcomes

What is Organisation Development?

One Day

- Defining Organisation Development (OD)
- Introducing Models Used In OD
- The Establishment and Adaptation framework
- Language and behaviours in OD
- Understanding the OD Process steps” Exploring contracting, engaging, intervening

Exploring an OD Framework

One Day

- The Establishment and Adaptation framework as an integrated model for Organisation Development
- Establishment capabilities and Adaptation spaces
- The capabilities and tools Of Establishment and Adaptation
- The process of adaptation: exploration, contracting, engaging, intervening, exiting In Establishment and Adaptation

Applying an OD Framework

Two Days

- Unpacking the purpose, process, technology and community elements of OD Adaptation
- Applying the adaptation process to purpose, process, technology and community
- Locating individuals, groups and team models within the elements
- Making sense of the consulting method within these elements

Integrating an OD Framework

One Day

- Unpacking the operations element of OD Adaptation
- Applying the adaptation process to operations
- Locating individuals, groups and team models within the operations elements
- Making sense of the consulting method within the operations elements
- Recapping the Establishment and adaptation framework
- The capabilities and tools of the entire Establishment and Adaptation model
- The capabilities and tools of the organisation Development practitioner