



*Training Course:  
Advanced Organizational Development and  
Change Management for Business Partners*

*20 - 24 January 2025  
Madrid (Spain)  
Pestana CR7 Gran Vía*

## Training Course: Advanced Organizational Development and Change Management for Business Partners

Training Course code: SC235588 From: 20 - 24 January 2025 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Training Course Fees: 6000 € Euro

### Introduction

This 5-day training program is designed for business partners and senior leaders responsible for driving organizational development OD and managing change within their organizations. The program focuses on advanced strategies for developing high-performing organizations, managing change initiatives, and aligning organizational development efforts with business objectives. Participants will gain the skills to foster resilience, agility, and continuous improvement across their teams.

### Target Audience

- Business partners and senior leaders
- HR and organizational development executives
- Change management professionals
- Business development and strategy managers
- Leaders responsible for organizational transformation and growth

### Objectives

- Master advanced techniques in organizational development and change management.
- Learn how to align OD strategies with business goals for sustainable growth.
- Develop leadership skills to manage change effectively and foster organizational agility.
- Gain expertise in managing resistance and fostering a culture of continuous improvement.
- Understand how to assess organizational health and drive long-term transformation.
- Learn to build resilient, high-performing teams that adapt to change effectively.

### Outline

#### Day 1: Foundations of Organizational Development and Change

- Understanding the principles of organizational development OD.
- Aligning OD strategies with organizational goals and business vision.

- The role of business partners in driving change and development.
- Building high-performance organizations through continuous improvement.
- Case studies: Successful organizational development and change initiatives.

#### Day 2: Assessing Organizational Health and Readiness for Change

- Techniques for assessing organizational health and diagnosing issues.
- Evaluating leadership, culture, structure, and capabilities in OD.
- Tools for measuring readiness for change and identifying barriers.
- Creating an OD plan based on organizational assessments.
- Workshop: Conducting an organizational assessment and developing an OD roadmap.

#### Day 3: Change Management Strategies and Models

- Understanding the psychology of change and how it impacts teams.
- Best practices for planning and executing successful change initiatives.
- Key change management models Kotter's 8-step model, ADKAR, etc..
- Managing resistance to change and overcoming obstacles.
- Group activity: Applying a change management model to a real-world scenario.

#### Day 4: Leadership and Communication in Organizational Change

- The role of leadership in driving and sustaining change.
- Communicating change effectively across all levels of the organization.
- Building trust and transparency to foster buy-in and commitment.
- Engaging employees and stakeholders in the change process.
- Workshop: Developing a communication and engagement strategy for a change initiative.

#### Day 5: Sustaining Organizational Development and Change

- Embedding OD and change management into organizational culture.
- Continuous monitoring and improvement of change efforts.

- Measuring the impact of change initiatives: KPIs and success metrics.
- Ensuring long-term success through agility and adaptability.
- Final exercise: Creating a long-term OD and change management strategy for your organization.

## Registration form on the Training Course: Advanced Organizational Development and Change Management for Business Partners

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng): .....  
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### Company Information

Company Name: .....  
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### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
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### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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