London TDM

Finance and Accounting

Course Venue: United Arab Emirates - Dubai

Course Date: From 12 July 2026 To 16 July 2026

Course Place: Downtown Dubai

Course Fees: 5,000 USD

Introduction

This professional course on "Organizational Development and Change Management" is designed for managers, team leaders, and organizational development professionals seeking to improve their understanding and skills in implementing effective change within organizations. The course spans five days, blending theoretical insights with practical applications, to equip participants with the knowledge and tools necessary to lead successful change initiatives.

Objectives

- Understand the fundamentals of organizational development and its role in change management.
- Identify challenges and strategies for overcoming resistance to change.
- Develop skills in planning and implementing change initiatives efficiently.
- Evaluate the impact of change on individual, team, and organizational levels.
- Create a sustainable change culture within the organization.

Course Outlines

Day 1: Understanding Organizational Development

- Introduction to organizational development concepts and principles
- Historical evolution and importance of organizational development
- Current trends and future directions in organizational development
- Role of organizational culture in development and change
- Case studies of successful organizational development initiatives

Day 2: Diagnosing Organizational Issues

- Methods for assessing organizational health
- Tools and techniques for gap analysis
- Identifying organizational strengths, weaknesses, opportunities, and threats (SWOT)
- Evaluating stakeholder needs and expectations
- Developing effective communication strategies for diagnosis results

Day 3: Designing and Leading Change

- Principles of effective change management
- Developing a comprehensive change management plan
- Communicating change: strategies and techniques
- Leadership roles and responsibilities during change
- Building and supporting effective change teams

Day 4: Implementing Change Initiatives

- Executing change strategies and action plans
- Managing resources and overcoming obstacles
- Ensuring employee engagement and participation
- Monitoring progress and making adjustments as needed
- Measuring success and celebrating achievements

Day 5: Sustaining Change and Continuous Improvement

- Embedding change into organizational culture
- Creating systems for continuous improvement and innovation
- Identifying and nurturing change champions
- Learning from setbacks and managing change fatigue
- Developing a roadmap for ongoing organizational development