

Course Name: HRM Basic Program: Organizational Development & Career Planning
Course code: HR200
Duration: 5 Days

Course Description

In this workshop, receive an introduction to the discipline of organizational development, a simple yet effective lens to help you properly view organizational change and learn how to apply a core OD process to diagnose issues and build momentum for change. Participants in this workshop leave with practical tools and advice from the session facilitator-an experienced OD consultant-that are immediately applicable to their OD initiatives.

Career Planning (CP) - Training Programs that assist employees in conducting individual assessments and establishing a professional career development plan that helps them reach their full potential and fulfill the organization's mission.

Topics Include:

- Organizational Development
 - Introduction to OD
 - How to connect your OD initiatives to strategic business models
 - How to use the action research process to diagnose opportunities for improving the organization
 - How to define critical success factors and target specific interventions for hard-hitting, bottom-line OD
 - How to clearly define your role.
- Career Planning
 - Career Concepts Orientation
 - Individual Development Program IDP process
 - Training needs analysis
 - Skills Assessments
 - Developing training plan
 - Making an Impact With Your Career
 - Myers-Briggs Type Indicator (MBTI)

Course Objective

- Determine which systems models will help you approach your OD work in a clear and comprehensive way
- Learn to apply the different phases of the action research process through multi-part case studies
- Come away with practical tools you can immediately use at work
- Receive practical advice from the session facilitator - an experienced OD consultant
- The individual planning processes used by supervisors and employees
- The development resources and opportunities available at Goddard
- The roles and responsibilities of the employee, supervisor and organization

Who Should Attend?

- New OD practitioners and anyone with little or no background in OD.

- HR Managers
- Managers
- Supervisors