

Organizational Development & Culture Transformation

Professional Training Course

Skillslab Training Provider

Skills for Tomorrow's World 



Course Description

Introduction

Organizational Development & Culture Transformation is a premium executive training program designed to equip HR leaders, organizational development professionals, transformation teams, department heads, public sector managers, and executive decision-makers with the strategic tools required to build adaptive organizations, strengthen culture, improve performance, and lead sustainable institutional transformation. In today's complex and fast-changing environment, organizations must continuously evolve their structures, behaviors, leadership practices, capabilities, and ways of working. Government entities, ministries, public sector organizations, and large corporations are under increasing pressure to improve agility, enhance collaboration, modernize operating models, strengthen employee engagement, and create cultures that support accountability, innovation, service excellence, and long-term resilience.

This course provides a practical and executive-focused approach to organizational development, culture transformation, change readiness, organizational diagnosis, leadership alignment, employee engagement, capability building, operating model improvement, stakeholder communication, and transformation implementation. Participants will learn how to assess organizational challenges, design development interventions, influence culture, and translate transformation priorities into practical workplace actions. The executive-level value proposition of this program lies in helping organizations improve institutional effectiveness, align culture with strategy, strengthen leadership behavior, reduce resistance to change, enhance workforce engagement, and build transformation capabilities that support sustainable performance improvement.

This program is ideal for institutions seeking to modernize culture, improve organizational effectiveness, support reform initiatives, strengthen internal collaboration, and create a more agile, accountable, and performance-driven workplace.

Course Objectives

By the end of this course, participants will be able to:

- Understand the strategic role of organizational development in institutional performance and transformation.
- Analyze organizational culture and identify behaviors that support or hinder strategic priorities.
- Diagnose organizational challenges related to structure, people, processes, leadership, and culture.
- Design practical organizational development interventions that improve effectiveness and performance.
- Align culture transformation initiatives with strategy, governance, service quality, and transformation goals.
- Strengthen leadership alignment and management accountability during change.
- Improve employee engagement, collaboration, communication, and change readiness.
- Apply practical tools for culture assessment, stakeholder analysis, and transformation planning.
- Support organizational restructuring, capability building, and operating model improvement.
- Manage resistance to change through communication, participation, and leadership influence.
- Use organizational indicators and employee feedback to monitor transformation progress.
- Prepare actionable organizational development and culture transformation recommendations for senior leadership.

Course Content: 5-Day Training Outline

Day 1: Strategic Foundations of Organizational Development

- The role of organizational development in modern institutions and large-scale transformation.
- Understanding organizational development in government, public sector, and corporate environments.
- The relationship between strategy, structure, culture, leadership, capability, and performance.
- Organizational development as a driver of institutional effectiveness and service excellence.
- Key concepts in organizational diagnosis, change readiness, culture transformation, and capability building.
- Common organizational challenges: silos, weak accountability, low engagement, unclear roles, slow decision-making, and resistance to change.
- The role of HR, leadership, and managers in organizational development.
- Building a shared understanding of organizational performance and transformation priorities.

- From reactive problem-solving to proactive institutional development.
- Practical discussion: How organizational development creates measurable value and sustainable improvement.

Day 2: Organizational Diagnosis, Culture Assessment, and Change Readiness

- Conducting organizational diagnosis to understand root causes of performance challenges.
- Assessing organizational structure, processes, roles, capabilities, leadership practices, and culture.
- Understanding formal and informal culture within organizations.
- Identifying values, behaviors, norms, beliefs, and working practices that shape performance.
- Culture assessment methods:
 - Employee feedback.
 - Focus groups.
 - Leadership interviews.
 - Culture surveys.
 - Process reviews.
 - Observation of workplace behaviors.
 - Performance and engagement indicators.
- Assessing change readiness and transformation maturity.
- Identifying barriers to change and sources of resistance.
- Stakeholder analysis and influence mapping.
- Practical exercise: Conducting a culture and organizational readiness assessment.

Day 3: Culture Transformation, Leadership Alignment, and Behavioral Change

- Designing culture transformation aligned with organizational strategy and values.
- Translating desired culture into observable behaviors and leadership practices.
- The role of senior leaders in modeling and reinforcing culture.
- Building leadership alignment around transformation priorities.
- Strengthening management accountability for culture and performance.

- Creating behavior-based culture initiatives that influence daily work.
- Improving collaboration, trust, accountability, innovation, and service orientation.
- Engaging employees in culture transformation and continuous improvement.
- Communication strategies for culture change and transformation ownership.
- Practical workshop: Designing a culture transformation intervention for a department or organization.

Day 4: Organizational Design, Capability Building, and Performance Improvement

- Understanding organizational design and operating model improvement.
- Aligning structures, roles, responsibilities, and decision rights with strategic priorities.
- Improving cross-functional collaboration and reducing organizational silos.
- Building organizational capabilities required for transformation and future performance.
- Linking capability development with learning, leadership development, talent management, and workforce planning.
- Redesigning workflows and improving organizational efficiency.
- Embedding accountability through governance, reporting, and performance systems.
- Supporting restructuring, modernization, and institutional reform initiatives.
- Managing the people side of organizational change.
- Practical case study: Improving organizational effectiveness through structure, capability, and culture alignment.

Day 5: Transformation Implementation, Measurement, and Sustainability

- Building a practical organizational development and culture transformation roadmap.
- Prioritizing interventions based on impact, urgency, feasibility, and strategic value.
- Developing implementation plans, governance structures, roles, and responsibilities.
- Managing stakeholder communication and engagement during transformation.
- Measuring culture transformation and organizational development progress.
- Key transformation indicators:
 - Employee engagement.

- Leadership behavior.
- Collaboration quality.
- Decision-making speed.
- Role clarity.
- Accountability levels.
- Service quality.
- Change readiness.
- Capability improvement.
- Performance outcomes.
- Sustaining transformation through leadership routines, policies, systems, and reinforcement mechanisms.
- Common mistakes in organizational development and culture transformation and how to avoid them.
- Final applied workshop: Presenting an organizational development and culture transformation strategy.

Target Audience

This course is designed for professionals involved in organizational development, human resources, culture transformation, change management, institutional reform, leadership development, workforce planning, employee engagement, and executive decision-making.

The program is ideal for:

- Organizational development managers and specialists.
- HR directors, HR managers, and HR business partners.
- Change management professionals.
- Culture transformation teams.
- Government HR officials and ministry development teams.
- Public sector managers involved in modernization and reform initiatives.
- Department heads, supervisors, and operational managers.
- Strategy and transformation professionals.
- Learning and development professionals.

- Talent management and workforce planning professionals.
- Employee engagement and employee experience specialists.
- Internal consultants and institutional development teams.
- Governance, compliance, and internal audit professionals involved in organizational effectiveness.
- Executives responsible for transformation, culture, people strategy, or institutional performance.
- Professionals preparing for leadership roles in HR, organizational development, transformation, or public sector management.

Course Requirements

Participants are expected to have a basic understanding of human resources, management, organizational operations, leadership, change management, or institutional development. Advanced organizational development specialization is not required, as the course explains culture transformation and organizational development concepts through practical examples, case studies, and executive-level applications.

Recommended requirements include:

- Basic experience in HR, management, transformation, administration, operations, or organizational development.
- Familiarity with workplace culture, employee engagement, performance challenges, or change initiatives.
- Interest in improving organizational effectiveness, culture, collaboration, and transformation capability.
- Ability to engage with organizational issues, employee feedback, leadership practices, and institutional priorities.
- Willingness to participate in discussions, case studies, diagnostic exercises, and applied workshops.

Training Methodology

The training methodology combines executive education, practical organizational diagnosis, culture assessment, case-based learning, and applied transformation planning. The course is designed to help participants move from conceptual understanding to practical organizational development interventions that can be implemented in real workplace environments.

The methodology includes:

- Expert-led presentations using clear, practical, and professional organizational development language.
- Real-world case studies from government, public sector, corporate, and institutional environments.
- Practical exercises on organizational diagnosis, culture assessment, stakeholder mapping, and transformation planning.
- Group discussions on leadership behavior, accountability, employee engagement, culture barriers, and change resistance.
- Scenario-based learning focused on silos, low engagement, unclear roles, restructuring, and transformation pressure.
- Applied workshops for building culture transformation interventions and organizational development roadmaps.
- Interactive analysis of employee feedback, organizational indicators, and transformation case scenarios.
- Practical tools, templates, and frameworks that participants can adapt to their workplace.

Learning Outcomes

Upon successful completion of the course, participants will be able to:

- Explain the strategic value of organizational development and culture transformation.
- Diagnose organizational challenges related to structure, culture, leadership, people, and processes.
- Assess current culture and identify behaviors that affect performance and transformation.
- Design culture transformation initiatives aligned with strategy and institutional values.
- Strengthen leadership alignment and management accountability during transformation.
- Improve employee engagement, collaboration, communication, and change readiness.
- Support organizational design, capability building, and operating model improvement.
- Develop practical interventions that address resistance, silos, weak accountability, and low engagement.
- Use employee feedback and organizational indicators to monitor transformation progress.
- Build implementation roadmaps for organizational development initiatives.
- Communicate transformation recommendations clearly to senior leaders and stakeholders.
- Contribute to stronger institutional effectiveness, culture alignment, service quality, and sustainable performance.

Instructor Profile

The course is delivered by **an internationally certified expert with extensive practical and consulting experience** in organizational development, culture transformation, change management, strategic human resource management, leadership development, employee engagement, workforce capability building, executive training, and institutional advisory.

The instructor combines organizational development expertise with real-world consulting experience, enabling participants to understand culture transformation and institutional change in a clear, practical, and results-oriented way. The training approach focuses on workplace application, leadership alignment, behavioral change, organizational diagnosis, governance discipline, and measurable transformation impact.

Executive Value Proposition

Organizational Development & Culture Transformation enables organizations to align structure, culture, leadership behavior, and workforce capability with strategic priorities. Participants learn how to diagnose organizational barriers, design practical transformation interventions, improve collaboration, strengthen accountability, and build a culture that supports performance and institutional resilience.

For government entities, ministries, public sector organizations, and large corporations, this course delivers practical value by improving organizational effectiveness, strengthening transformation readiness, enhancing employee engagement, supporting reform initiatives, and creating a more agile and accountable workplace.

The program helps organizations move beyond isolated change initiatives toward integrated organizational development, where culture, leadership, structure, capability, governance, and performance systems work together to support sustainable institutional success.

Contact Us

For registration inquiries, upcoming dates, or group pricing, please contact us:

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