

The Role of HR in Developing the Organization

Overview:

This workshop is founded in the principles of Organization Development (OD) yet designed for the proactive HR professional – one who is establishing business partnership by demonstrating a results orientation. In other words, it is all about delivering effective change!

The field of Organization Development (OD) is being utilized even more today to add value to business change and development dynamics. More and more, the Human Resource (HR) professional is being asked to lead these efforts. However, because of a number of issues, such as shifting business strategies, discontinuous change initiatives, and the lack of current day tools, HR professionals find themselves lacking the expertise to maximize on the value impact for their organizations.

Focus Areas:

- What is the current and future focus of OD based initiatives?
- How is OD related to HR as a tool for building credibility?
- Why is managing change enhanced by utilizing OD practices?
- What models guide OD and how do HR professionals use them?
- What are the pathways to successful change efforts?

OJI – On the Job Impact:

- The current day use of OD knowledge in driving solid business results
- Tools, tools, and tools for applying OD practices for organizational impact
- Understand and adapt real-time examples of specific companies and their successful OD initiatives
- Leave with an action plan for applying this new found knowledge back at work.

Who will benefit:

HR generalists with at least 5 years of experience