



Organization Development Practice and Intervention Training Course

19 – 23 July 2027
Addis Ababa

Organization Development Practice and Intervention Training Course

Ref: 1624_224785 **Date:** 19 – 23 July 2027 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Organization Development Practice and Intervention Training Course is a one-week practitioner course for HR and ODV practitioners, change facilitators, internal consultants, and organization-effectiveness leaders who leave with an ODV Practice Case File. Participants apply contracting, systems diagnosis, action research, stakeholder feedback, intervention design, facilitation, ethics, implementation, and evaluation. Agile Leaders Training Center presents organization development practice through an evidence-led practitioner cycle.

Who Should Attend

- Functions responsible for organization development and effectiveness
- Internal consultants responsible for client contracting and diagnosis
- Teams responsible for culture, engagement, and workforce interventions
- Facilitators responsible for group and stakeholder processes
- Leaders responsible for intervention governance and evaluation

The course assumes participants support organizational improvement or change and leaves structural organization design, reward architecture, and general leadership development outside scope.

Departments and Industries

The course supports departments and industries that diagnose and improve organizational performance with people participation.

- Human resources and organization-effectiveness functions
- Learning, culture, and transformation teams
- Healthcare and professional-services organizations
- Technology and financial-services organizations
- Manufacturing, infrastructure, and energy operations

Learning Objectives

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

- Apply ethical contracting and practitioner-boundary tools
- Diagnose organizational systems with mixed evidence
- Use an action research cycle with stakeholder participation
- Compare intervention families against diagnosed needs
- Build implementation, facilitation, and governance plans



- Evaluate intervention process, outcomes, and sustainability

Course Agenda

Day 1: Contracting and Practitioner Foundations

- ODV Practitioner Role and Boundary Map
- Client-Practitioner Contracting Canvas
- Stakeholder Entry and Sponsorship Checklist
- Ethical Practice Decision Framework
- Presenting-Problem and Purpose Statement

Day 2: Systems Diagnosis and Evidence

- Open-System Diagnostic Map
- Action Research Cycle Plan
- Interview, Survey, and Focus-Group Evidence Grid
- Force Field and Root-Cause Analysis
- Diagnostic Hypothesis and Triangulation Log

Day 3: Feedback and Intervention Design

- Stakeholder Feedback Meeting Design
- Readiness and Participation Assessment
- Human-Process Intervention Selection Matrix
- Techno-Structural and HR Intervention Comparison
- Strategic Intervention Theory of Change

Day 4: Facilitation and Implementation

- Group Facilitation Process Guide
- Resistance and Commitment Conversation Map
- Intervention Governance and Decision Matrix
- Implementation Sequence and Dependency Plan
- Process and Outcome Evaluation Framework

Day 5: ODV Practice and Evaluation

- Exercise: Contracting and Ethics Review
- Exercise: Diagnostic Evidence Challenge
- Exercise: Intervention Selection Conference
- Exercise: Facilitation and Evaluation Review
- Capstone Exercise: ODV Practice Case File



Practical Exercises

The course uses suggested activities to convert organizational concerns into ethical, evidence-led ODV assignments.

- Suggested activity: contract an internal consulting assignment and clarify boundaries, sponsors, and decision rights.
- Suggested activity: triangulate interview, survey, and operational evidence for a healthcare or technology case.
- Suggested activity: select and justify an intervention family using diagnosis and readiness evidence.
- Suggested activity: facilitate feedback and present the ODV Practice Case File.

FAQs

Who suits organization development practice training, and what does it assume?

HR, ODV, culture, transformation, and internal-consulting practitioners suit the training when they already support organizational improvement or change assignments.

How does organization development practice differ from organization design training?

Organization development practice focuses on diagnosis, participation, behavioral science, interventions, facilitation, and evaluation; organization design training concentrates more directly on structures, roles, decision rights, and operating models.

What is action research in organization development practice?

Action research is a participative cycle of inquiry, evidence gathering, feedback, joint action, and evaluation used to improve both the organization and the quality of the diagnosis.

How are organization development interventions selected?

Interventions are selected by matching diagnosed causes, system level, readiness, participation needs, ethical constraints, resources, and intended outcomes rather than starting with a preferred solution.

How is an ODV intervention evaluated?

An ODV intervention is evaluated through implementation evidence, participation and process measures, behavioral changes, organizational outcomes, unintended effects, and decisions about adaptation or institutionalization.



Conclusion

Participants take back an ODV Practice Case File containing a contract, diagnosis, evidence log, feedback design, intervention rationale, implementation plan, and evaluation framework. The file changes loosely defined improvement requests into disciplined practitioner assignments. It helps teams involve people, test assumptions, manage ethical boundaries, and evaluate organizational effects.