The Delfi Group

25 years

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25 années

"Helping Organizations and Their People Become the Best they Can Be"

FOUNDATIONS IN ORGANIZATION DEVELOPMENT (2024)

Contact Information

THE DELFI GROUP INC.

554, Churchill Ave N.
Ottawa, Ontario   K1Z 5E5

Phone: 343-984-8582

Email: info@thedelfigroup.com

Website : www.thedelfigroup.com

What is Organization Development (OD)

Organizational development (OD) is a process designed to help organizations manage change and achieve greater effectiveness. These changes are produced by developing, improving, and strengthening their strategies, structure and processes using behavioural science-based interventions. OD is anchored on a set of core values and principles that guide behaviours and actions. These values are:

- ✓ Respect and inclusion
- ✓ Collaboration
- ✓ Authenticity
- ✓ Self-awareness
- ✓ Empowerment

In order to be effective, the OD process needs to be planned, organization-wide, managed from the top and focus on the system's effectiveness and health. It is different than any other change management process as it is ongoing to help an organization develop its ability to assess its current functioning and adapt it to achieve its goals.

Our approach to OD focuses on self-awareness, effective interpersonal relationships as well as group and organizational dynamics and is based on the action-research model. This systemic approach, developed by Kurt Lewin, follows 5 steps:

1) Identification of the problem,
2) Gathering and interpretation of data,
3) Action based on evidence,
4) Evaluation of results, and
5) Next steps.

Some of the key benefits of Organization Development are:

- ✓ It achieves the strategic and operational goals of the organization.
- ✓ It is methodical which helps planning and implementing actions with specific milestones.
- ✓ Its approach is holistic, therefore looking at the big picture.
- ✓ It shifts the system into a learning organization.
- ✓ It fosters mutual trust and interdependence that helps rebuild the organizational culture.

Our Training Program

General Information

Our program ***Foundations in Organization Development*** is a comprehensive and dynamic training program designed to equip professionals with the essential knowledge and skills needed to drive positive change within organizational settings. Our spring 2024 training is offered in collaboration with the Office of the Deputy Ombud at Global Affairs Canada. This program serves as a robust introduction to the core principles, theories, and practices that underpin the field of organizational development (OD).

Participants in this training program engage in a structured curriculum that covers key topics such as organizational culture, change management, leadership development, and employee engagement. The content is curated to provide a solid understanding of the fundamental concepts shaping the landscape of OD. Through a blend of theoretical insights, case studies, and interactive exercises, participants gain practical insights into fostering a collaborative and adaptive organizational environment.

The program places a strong emphasis on equipping participants with the tools needed to diagnose organizational challenges and design effective interventions. By exploring various models and methodologies, attendees develop a strategic mindset, enabling them to address issues ranging from team dynamics to large-scale organizational transformation.

In addition to theoretical foundations, the training incorporates real-world examples and best practices from successful OD initiatives. This ensures that participants not only grasp theoretical concepts but also learn how to apply them in diverse organizational contexts. The program's interactive nature encourages peer collaboration, fostering a rich learning environment where participants can share experiences and learn from one another.

Upon completion of the ***Foundations in Organization Development*** program, participants emerge with a solid foundation to contribute meaningfully to their organizations. Whether working in HR, leadership roles, or as consultants, graduates are well equipped to initiate positive change, enhance organizational effectiveness, and cultivate a culture of continuous improvement within their respective professional spheres. This training is an invaluable investment for individuals aspiring to become catalysts for positive organizational change and development.

The program focuses on the consultant's "savoir-être" (how to be), as this is one of the most important tools in OD. The training emphasizes the importance of self-awareness and emotional intelligence. To this end, participants will have the opportunity to try out a tool for assessing their Emotional Intelligence profile followed by 3 coaching sessions to help them develop an action plan.

Objectives

At the end of the program, participants will:

1. Define OD concepts and explain their importance for organizational effectiveness.
2. Understand theories of organizational change.
3. Understand how to use diagnostic tools to assess organizational health.
4. Develop skills to design and implement effective change programs.
5. Develop the knowledge needed to analyze effective organizational culture, including the diversity, equity and inclusion aspects that influence the behaviour of an organization's members.
6. Develop transformational leadership skills based on participative decision-making.
7. Identify and integrate ethical principles into all organizational development activities that promote social responsibility and respect for stakeholders.
8. Develop the ability to identify key performance indicators to evaluate the success of the intervention.

Program Duration and Structure

The 15-day program (105 hours), spread over approximately 3 months, is delivered face-to-face. In addition to classroom sessions, participants will be assigned preparatory activities or readings between sessions.

Sessions will take place every 2 weeks, unless otherwise specified.

The program covers the following four (4) main themes:

1. Introduction to Organization Development

    a. Overview

    b. Ethical Aspect of OD

    c. Leadership Role in OD

2. Organizational Dynamics

    a. Research Action Model

    b. System Theory

    c. Organizational Culture and Change

    d. Organizational Diagnostic

    e. Organizational Interventions

3. Team Dynamics and Development
   a. Team Development Theories
4. Integration of Learnings

While the program is offered in English at this time, all our facilitators are fully bilingual.

Trainers

Gabriel Bergeron will be the lead instructor for this program. He completed his certification in OD from the NTL Institute, Washington DC in 2006. Since then, Gabriel has managed several change processes within the Federal Public Service as well as in the private sector. In addition to his expertise in OD, Gabriel is a Qualified Mediator and a part-time professor in Conflict Studies and Social Innovations at Saint Paul University, in Ottawa.

Marquis Bureau is a doctoral student in interdisciplinary research on contemporary social issues and part-time professor at Saint Paul University, Ottawa, in the School of Counseling, Psychotherapy and Spirituality and the School of Leadership, Ecology and Equity. He has been coaching and facilitating personal, group and organizational transformation since 2002. Marquis is an academic practitioner interested in advancing the causes of theory and practice.

Throughout the course, Gabriel and Marquis will be accompanied by co-leaders with expertise in organization development, change management and/or coaching.

Training Dates – Spring 2024

The training delivery is hybrid, i.e. part of the training will be online, and the practical sessions will be face-to-face. Attendance at these sessions as well as the online activities are mandatory to successfully complete the training.

The dates of the face-to-face sessions are:

- March 22, 2024
- April 19, 2024
- April 30, 2024
- May 3, 2024
- May 6 and 7, 2024
- May 30 and 31, 2024

Cost and Registration

The cost of training is $5,000 + HST. This includes the materials, the training itself, the emotional intelligence assessment tool and 3 coaching sessions. Registration fees are payable at the time of registration. Please refer to the registration form for refund details.

For participants registering before March 16, 2024, use code **FODSpring2024** for a $250 discount.

Visit our web page (www.thedelfigroup.com) to register.