








FUNDAMENTALS OF ORGANISATIONAL DEVELOPMENT

Managers need a basic understanding of how organisations “tick” and how to move in social systems in such a way that changes can be made from within the system that bring benefits for the whole.

It is no longer a matter of setting up one’s own team well, but rather of ensuring that all processes run as smoothly as possible in cooperation with all organisational units. Silo thinking is out – networked working, open information flows and collaborative approaches are success factors of new organisations.



FACTS

-  **LANGUAGE**
German
English
-  **COURSE TYPE**
Presence Training
Online Training
-  **REQUIREMENTS**
None
-  **AVAILABLE**
Inhouse
-  **CONTACT**
+43 1 533 44 77
office@coverdale.at
www.coverdale.at
-  **FACTSHEET ONLINE**


TRAINING DESCRIPTION

In this training we explore the basics of organisational development. Based on the local conditions, we develop together with the participants possibilities to optimise their own organisational unit in order to be able to cope with the current challenges.

They learn about the levers that need to be tightened to make their own organisation more agile so that it remains competitive and plan the implementation of their own concrete projects.

WORKING IN / ON THE ORGANISATION



Working on operational issues in a team or organisation requires a different mindset than working on the organisation. In our training, we will highlight the difference it makes to separate working in and on the organisation and how managers create an excellent framework to get out of the troubleshooting mode to develop longer-term solutions for governance issues.

CONTENTS AT A GLANCE

FUNDAMENTALS

- The emergence of the management pyramid
- Forms of organisation and how they tick

DEVELOPING ORGANISATIONS

- Set screws of organisational development and their effects
- Separate work in and on the organisation

MANAGEMENT TASK ORGANISATIONAL DEVELOPMENT

- The role of the manager as enabler of development and designer of the framework
- Promoting Iterative Work
- Team composition and team development for more self-organisation
- T-Shape teams instead of silo experts

DEVELOP YOUR OWN ORGANISATION (UNIT)

- Developing a vision
- Create target image
- Using and practising the canvas
- develop concrete implementation plans