

Organizational Development

Winter 2024

Part of the **MBA-program**

This course gives the opportunity to understand the origins of the subjects, their interconnection. It provides the description of the most popular methods, characteristics and practical application of the disciplines as well as understanding of the role of the organizational development practitioner in the change initiatives. Within the Corporate Culture block the types and basis of corporate culture will be reviewed, as well as its analysis. You will obtain practical tools on how to make assessment and implement cultural changes in the organizations for the benefit of different areas of business and company metrics on the practical case study.

Course will be held **in hybrid format in English*

COURSE OBJECTIVES

The main objective of this course is to deliver a theoretical background of the discipline and give understanding and practical skills on how to apply the gained knowledge in organizational development, creating effective organizational models, while managing the change appropriately and smartly. You will understand how to implement changes in organizational culture, that supports business in human economy, and will:

- Acquire knowledge of various methods and approaches for implementing effective Organizational Design in order to create an efficient organizational model
- Comprehend the origins and models of Change Management as a logical and structured approach to driving Organizational Development initiatives
- Develop the ability to apply the principles of Organizational Development inquiry to assess the feasibility and desirability of changes from multiple stakeholder perspectives
- Develop a change management plan to effectively guide and support organizational transformations
- Conduct assessment and analysis of corporate culture, identify threats and negative signs of ineffective cultural features, and propose practical tools and methods for effective cultural change if necessary
- Gain a comprehensive understanding of Organizational Culture, including its types, key elements, and the methods for measuring and assessing it
- Develop practical skills in implementing cultural changes that align with the organization's objectives and benefit different areas of the business and company metrics

Lecturers:

- Olena Halushko, HRD in international companies of different scale, businesses, stages of development, internal business trainer, executive coach

Areas of expertise:

- Team management
- Change management
- Motivation, Engagement, Internal communication
- Talent assessments, Development, Learning
- Coaching, Mentoring, Consulting
- HR Programs, DEI, CSR

COURSE OUTCOMES:

At the end of this course the students should be able to:

- Apply Organizational Development inquiry, while assessing the reasonability of the changes from the perspectives of various stakeholders and make decisions regarding the changes
- Implement positive organizational changes, taking into consideration various of aspects
- Create change management plan
- Apply effective Organizational Design models for optimal operation and functioning.
- Make an assessment and analysis of corporate culture, recognize threats and negative signs of the ineffective cultural features, and use practical tools and methods to the effective change if necessary

Have more questions?**Contact us**

+380 67 441 01 11

mba@kse.org.ua