



# Organization Development

– Your Organization's Strategic Partner

OD (Organization Development) is an arising area of attention for many organizations in China that some managers are keen to understand more. What are the mainstream ideas and practices about OD in top companies? What are the skills/competencies that OD practitioners should master? How does OD add values to business?

Speaker: Dr. Lisa Kimball

Language: English

Venue: Shanghai, China

Date: Dec 2, 2008

## Why should attend

How are smart organizations using OD practitioners as key partners in **designing and implementing strategy**? In this **highly interactive** workshop, we will exam our current OD work and explore the future trend of OD and where it is most powerful at **adding value to business**. Designed for organization development practitioners, consultants, and those who use their services, in this session we will explore OD's **powerful and influential** heritage and the latest evolving applications and approaches, as well as the vital role OD can play in today's global, fast-paced world of constant change. Participants will receive **up-to-date** materials describing key OD competencies and how these relate to the challenges facing today's organizations.

## Topics covered will include:

- Examples of how organizations have used OD effectively
- The different roles of OD practitioners
- The latest approaches and tools being used in OD practice
- Key skills needed by OD practitioners

## Methodology:

This workshop is highly facilitative and hands-on.

## Who should attend

OD Practitioners, HR Heads, Consultants, Facilitators, Trainers, Leaders/Managers who use OD services



# Workshop agenda

<p><b>Morning:</b> 9:00-9:15 9:15-10:30</p> <p>10:30-10:45 10:45-12:00</p>	<p><b>Welcome and Introduction</b></p> <p><b>OD Practice Today</b></p> <ul style="list-style-type: none"> <li>• Define a set of OD practice themes shared by participants through interactive activities</li> <li>• Q-storming exercise</li> </ul> <p><i>Break</i></p> <p><b>OD Skills and Competencies</b></p> <ul style="list-style-type: none"> <li>• Mind Map key OD skills and competencies</li> <li>• Introduce some other OD competency frameworks (e.g. the OD Network’s framework)</li> </ul>
<p>12:00-13:30</p>	<p><b>Lunch &amp; Table Discussion (TBD)</b></p>
<p><b>Afternoon:</b> 13:30-14:45</p> <p>14:45-15:00 15:00-17:00</p> <p>17:00-17:15</p>	<p><b>The Future of OD Practice</b></p> <ul style="list-style-type: none"> <li>• Introduce some of the newer ideas and processes generating excitement in OD</li> <li>• Provide opportunity to experience these different processes</li> <li>• Identify some key principles that these processes have in common</li> <li>• Consultation exercise</li> </ul> <p><i>Break</i></p> <p><b>Framework/Tools/Examples on measuring OD outcomes</b></p> <ul style="list-style-type: none"> <li>• Introduce a framework for assessing, capturing, and documenting OD work value</li> <li>• Case exercise</li> </ul> <p><b>Application of Learning to work</b></p> <ul style="list-style-type: none"> <li>• Wave learning into action.</li> <li>• Participants create some specific “next steps” they can take as an individual and/or with their teams/organizations to leverage their OD practice</li> </ul> <p><b>Reflection</b></p>





## Workshop leader – Dr. Lisa Kimball

- Director of The Organization Development Network and of The Plexus Institute (<http://www.odnetwork.org>)
- Specialist in working with boundary crossing teams and organizations
- Executive Producer of Group Jazz, Inc.
- Ph.D. in Educational Psychology

Lisa has worked as an OD practitioner for more than 25 years for clients including government agencies, corporations, nonprofit organizations, and educational institutions. Recent clients have included **Pfizer, State Farm Insurance, US Department of Labor, British Petroleum, and the Bill & Melinda Gates Foundation.**

Previously, Lisa was part of the team at the U.S. Office of Personnel Management that designed selection, training, and development programs for members of the Federal Senior Executive Service.

Recent publications include:

"Facilitator Toolkit for Building and Sustaining Virtual Communities of Practice." (with Amy Ladd) in **Knowledge Networks: Innovation Through Communities of Practice**, Paul Hildreth & Chris Kimble (eds), 2004.

"Dynamic Facilitation: Emerging design principles from the new science of complexity" (with Nedra Weinstein & Trish Silber) in **The IAF Group Facilitation Handbook**. Jossey-Bass, 2005.

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**ODN** - The Organization Development Network is an international professional association of organizational development practitioners. Members come from USA, Canada, Mexico, Puerto Rico, and around the world. Some are external consultants; others work within their organizations to promote healthy change. They may specialize in such areas as human resources, training, leadership or talent development, change management, strategic planning, and a broad range of initiatives designed to make organizations more effective.

**Group Jazz**, a company that supports the work of purposeful groups - teams, communities, task forces, organizations - whether they meet face-to-face or online or both. Group Jazz brings together the best processes, tools, technologies, media, consultants, cast members and practitioners to create great group experiences that support action.

**CAPPAF** – China Association for Promoting Participation and Facilitation, a non-profit organization formed by a group of Chinese-speaking members of International Association of Facilitators from Shanghai, Beijing and Hong Kong to promote learning and mutual exchanges about the art and the practice of facilitation skills in various Chinese organizations. (<http://www.cappaf.org>)

**LNGHR** – an HR community of learning, networking and growing, not only for the human resource management knowledge & skills, but also at the spiritual level to be better people experts.

## Benefits to the participants:

- Gain fundamental knowledge on OD current practice and future trend
- Able to identify the areas for improvement comparing with other OD framework competencies
- Learn the assessment/measuring tools/framework for OD outcomes
- Develop action plan to apply learning on the job

**Date: Dec 2, 2008 (8:30-17:30)**

**Venue:**

## Your Investment

	Register and Pay by <b>Nov 7</b>	After Nov 8
1 or 2 participants	<b>3980</b>	<b>4500</b>
Group of 3+	<b>3680</b>	<b>3980</b>

\*CAPPAF & LNGHR members are entitled for membership discount as usual.

## Consultation and Registration

8621-33199600, 135 6413 3303 Ms Carolin Wang

Email: carolin@Lnghr.com

Registration online: [http://www.lnghr.com/b2b\\_cpinfo.asp?id=976](http://www.lnghr.com/b2b_cpinfo.asp?id=976)

请于开课前将参会费用汇入以下账户,以确保您的参会席位。

收款人账户名称: 上海创盟企业形象策划有限公司

人民币账号: 076499-974201-5474-0001063 入账银行: 上海浦东发展银行春申支行

公司名称 (发票抬头)				
邮寄发票地址			邮编	
代表人	职务	电话	手机	Email