



STEERING EFFECTIVE ORGANISATIONAL DEVELOPMENT (OD)

RM 2,600



MALAYSIA HR FORUM ACADEMY
LEVEL 12, LOT 12A, MENARA PKNS PETALING JAYA,
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General Information/Requirements

- At the end of each training, participants will be required to apply the knowledge gained to create a relevant outcome based on the topic learnt,
- Ideally participants attend all three (3) training courses to secure themselves as Certified Human Resource Business Partner (CHRBP). If they are unable to attend to all three (3) training, they can still join either one of the training and gain from it and obtain a certificate of attendance for the relevant training attended.

Certification Award Requirements

To be awarded as a Certified Human Resource Business Partner (CHRBP), the participants are required to complete three (3) training courses under this certification programme within the span of six (6) months as per the schedule below:

To be Completed:

Modules	Duration
1. Employment Law & Industrial Relations Masterclass	2
2. HR Business Partner: Transitioning from Transactional to Strategic Focus	2
3. Steering Effective Organisational Development (OD)	2



Module Overview

: As HR Business Partners (HRBPs) evolve into more strategic roles, understanding and driving Organisational Development (OD) becomes critical. OD is a systematic approach to improving organisational effectiveness through planned change initiatives. This programme is designed to equip HRBPs with the skills and knowledge necessary to lead and support OD efforts within their organisations. Building on your foundation as an HRBP, this programme will dive deeper into how OD intersects with talent management, change leadership, and strategic workforce planning. Through interactive activities, case studies, and discussions, you will explore practical strategies to enhance your organisation's performance and adaptability in a constantly changing environment.

Learning Objectives

To equip HR Business Partners (HRBPs) with advanced Organisational Development (OD) skills, enabling them to strategically lead and implement OD initiatives that enhance organisational effectiveness, drive business performance, and manage change in dynamic environments.

Targeted Participants

This course is intended for employees in Human Resources, particularly those managing the portfolio of HRBP – HR Advisor, HRBP Specialist, HRBP Manager / Senior Manager



Method of Training

The course will be conducted in an interactive learning mode to encourage active learning among the participants. Methods of training used include group discussions, slides presentation, assessments, individual assignment, games and opportunity for self-reflection and action planning.

Learning Outcomes

Upon completion of the program, participants will be able to:

- define Organisational Development (OD) and explain its role in driving business performance and adaptability,
- apply key OD theories and change management models in real-world HRBP contexts,
- shape and influence organisational culture to improve engagement, retention, and performance,
- design and implement succession plans and talent management strategies that align with OD goals,
- lead workforce planning and organisational design efforts that align with strategic business objectives,
- measure the impact of OD initiatives using key metrics and evaluate their effectiveness in improving organisational outcomes.



Contents Day 1

Module 1: Understanding Organisational Development (OD)

- Define Organisational Development (OD) and its importance in strategic HR.
- Understand the role of HRBPs in driving OD initiatives.
- Understand the 7 steps in an OD process.
- Common 3 Types of OD Intervention: Strategic Intervention, Human Resources
- Management Intervention, Techno-Structural Intervention

Module 2: Understanding Change

- Learn the principles of managing organisational change.
- Apply change management models (e.g.: Kotter's 8-Step Model, Lewin's
- Change Theory) in HRBP roles.
- Develop strategies to support employees through change.
- Managing resistance

Module 3: Strategic Intervention: Organisational Culture and Employee Engagement

- Analyse the components of organisational culture and its impact on
- performance.
- Identify the role of HRBPs in shaping and maintaining organisational culture.
- Develop strategies for enhancing employee engagement.



Contents Day 2

Recap and Review of Day 1

Module 4: HRM Intervention: Talent Management and Succession Planning

- Explore the connection between OD and talent management.
- Understand succession planning and leadership development.
- Align talent strategies with organisational goals.

Module 5: Techno-Structural Intervention: Workforce Planning & Organisational Design

- Understand the link between workforce planning, organisational design, and OD.
- Explore tools and techniques for workforce planning.
- Align organisational structures with business strategies.

Module 6: OD Metrics and Evaluation

- Learn how to measure the impact of OD initiatives.
- Understand key OD metrics and how they relate to business performance.
- Use data to refine and improve OD interventions.





Our Trainer Panel
**CHAN CHEE KIN
(AARON CHAN)**

Aaron Chan is a chemical engineer by training, but his passion has always been in Learning & Development. Since he was 19, he has been facilitating training and programmes for school students to corporate adults. He also has corporate experience of 12 years working for the property, engineering, healthcare and financial industry. Having both a Master's in Engineering and Masters in Psychology, he is also a certified coach with the International Coaching Federation (ICF) and a Certified Professional Coach with the Malaysia Association of Certified Coaches (MACC). He is also a Certified Accelerated Learning Practitioner, Certified Personality and Preference Inventory Practitioner, Certified NLP Practitioner, Certified Hogan Assessment Practitioner & Certified Virtual Learning Facilitator.

In his spare time, he is an avid Toastmasters. In 2019, he achieved the highest achievement award of Distinguished Toastmasters (DTM). He was also awarded the Division Director year award for the term 2018-2019.

His Area of Expertise:

He specialises in leadership, team and personal development. His strength is in empathizing with his participants. He believes that while everyone is different, no one should be left behind in development. He has background in facilitating middle management leadership programmes, first time managers, EQ, personal empowerment and intergenerational leadership. He is a Certified Ken Blanchard Trainer for First Time Managers and Situational Leadership II®.

