



*CERTIFIED HUMAN RESOURCE BUSINESS PARTNER (CHRBP)
CERTIFIED STRATEGIC HUMAN RESOURCE MANAGER (CSHRM)*

STEERING EFFECTIVE ORGANISATIONAL DEVELOPMENT (OD)

RM 2,800



2027 | 9 AM - 5 PM

**MALAYSIA HR FORUM ACADEMY
LEVEL 12, LOT 12A, MENARA PKNS,
PETALING JAYA**

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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®.