

MERCER COLLEGE 美世学院

组织发展

近年来，组织发展已成为人力资源专业人员日益关注的焦点之一，然而大多数人仍然不能准确回答以下关于组织发展的一些基本问题：

- 组织发展真正的定义是什么？
- 为什么组织发展对现在的人力资源管理如此重要？
- 组织发展的基本活动和流程是什么？
- 在公司发展中组织发展专业人员该如何体现其价值？
- 公司如何运用组织发展实现业务目标？

美世的“组织发展”研讨会将会帮助您找到这些问题的答案。

在为期两天的研讨会中，您将会了解到关于计划、推进及评估组织发展介入措施的概念、模型、理论和技巧。同时，您还将了解到企业成功地实施组织发展以提高组织有效性的案例并掌握一系列有效的咨询工具与方法。

教学内容

- 组织概述
- 组织发展与人力资源发展
- 组织发展的主要定义
- 组织发展咨询顾问的角色及价值
- 组织发展活动的分类及咨询流程
- 组织发展活动的原则及成功因素
- 组织发展活动的主要衡量标准
- 企业内组织发展介入的途径
- 组织发展咨询顾问所需的能力及技能
- 结合实际案例学习和应用组织发展流程和工具

学员收获

- 了解组织发展的基本理论、流程以及对企业发展的影响
- 理清组织发展专业人员在企业中的角色定位以便更好地发挥作用
- 学习运用组织发展的流程及方法，提高设计和规划组织发展项目的能力
- 借鉴组织发展的成功案例，制定企业/个人在组织发展方面的提升计划
- 掌握一系列有效的咨询工具和方法使组织发展项目进行的更顺利更成功

学员对象

本课程的授课对象为人力资源总监、资深经理、组织发展专业人员、负责或者参与组织发展项目的业务经理。

研讨会信息

时间地点：

北京
2014年8月21-22日

上海
2014年4月24-25日
2014年10月21-22日

费用：

RMB 11,600（未含6%增值税）

联络

北京

娄艳新

电话: +86 10 6533 4392

电邮: nancy.lou@mercer.com

上海

冯瑞婷

电话: +86 21 6103 5485

电邮: ruiting.feng@mercer.com

广州

杜维杰

电话: +86 20 6661 5116

电邮: max.du@mercer.com

或发送电子邮件至：

mercercollege.china@mercer.com

更多详情

请访问美世学院中文网址

cn.mercer.com/mercercollege,

或者联系相关人员。

MERCER COLLEGE

ORGANIZATION DEVELOPMENT

In recent years, organization development (OD) has become an increasing focus for HR professionals, yet most of us cannot answer the following basic questions regarding OD:

- What does OD mean exactly?
- Why has OD recently become so important to HR management?
- What are the basic activities and processes of OD?
- What is the value of OD professionals within a company?
- How do organizations improve performance results through OD interventions?

The Mercer OD workshop will enable you to answer these questions.

In this two-day workshop, you'll understand the concepts, models, methods and techniques for planning, facilitating and evaluating OD interventions. You will also learn about how other companies successfully improved their organizational effectiveness through OD interventions, and you will master a series of useful facilitating skills and tools.

TOPICS COVERED

The agenda for this two-day workshop includes the following topics:

- Overview of an organization.
- Organization development versus human resource development.
- The definitions of OD.
- The role and value of OD consultants in an organization.
- The classifications and processes of OD interventions.
- The successful factors and key principles of OD interventions.
- The key measurements of OD interventions.
- Internal OD approach in an organization.
- An overview of consultative competencies and skills.
- Learning and practicing the methodologies and tools through real case studies.

PROGRAM DETAILS

Dates:
Beijing
August 21–22, 2014

Shanghai
April 24–25, 2014
October 21–22, 2014

Fees:
RMB 11,600 (6% VAT excluded)

BENEFITS TO PARTICIPANTS

- Understand the purpose, methods, process and techniques of OD.
- Clarify the role and value of OD professionals in the company.
- Improve OD professionals' capabilities in designing and planning OD initiatives.
- Identify areas of improvement in OD practice through case study and role play exercises.
- Master a series of useful facilitating skills and tools for effectively managing OD activities.

TARGET PARTICIPANTS

HR directors, senior HR managers, OD professionals and business leaders who are responsible for or participate in OD initiatives

PROGRAM DETAILS

Dates:
Beijing
August 21–22, 2014

Shanghai
April 24–25, 2014
October 21–22, 2014

Fees:
RMB 11,600 (6% VAT excluded)

CONTACT

Beijing
Nancy Lou
P: +86 10 6533 4392
E: nancy.lou@mercer.com

Shanghai
Ruiting Feng
P: +86 21 6103 5485
E: ruiting.feng@mercer.com

Guangzhou
Max Du
P: +86 20 6661 5116
E: max.du@mercer.com

Or email:
mercercollege.china@mercer.com