



VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT
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Report of Event

1.	Department Name	Department of Human Resource Development
2.	Name of The Event	Organisational Development Intervention
	Date of the event	27-Mon, 28-Tue, 29-Wed-December'21
3.	Nature of the Event (e.g. Invited Talk, Workshop, Conference, Symposia, Training Program, Cultural, Extra-Curricular, CO-curricular, Social, NCC, NSS ..)	3 Days Workshop
4.	Name of Speaker(s) / Expert(s) / Guest(s)	Mr Ojas Bhatt
5.	Brief detail of Speaker(s) / Expert(s) / Guest(s)	Learning and Development Consultant, Founder at Enhancerzz, Freelance Facilitator
6.	Number of Participants	92
7.	Sponsoring Agency (If Any)	NA
8.	Amount Received (if Any)	NA
9.	Brief Summary of Event	<p>Date: 27,28 & 29 December'22</p> <p>Day:1 The department of human resource development at VNSGU organized a 3 Day workshop on 'Organisational Development'. It was organized for the students of the 3rd semester of MA-HRD, MLW and MA-HRM & LR. Also, the students of semesters 6 and 9 of 5 yrs Integrated course in HRD. It was conducted by Mr Ojas Bhatt On Day 1, the following key topics were covered.</p> <ul style="list-style-type: none"> * The change is inevitable and why any organisation needs to accept change to survive and thrive? * Why change is not acceptable for most people and organisations? What are the factors affecting change management? * Case-study discussion: How one of the big movie rental companies called 'Blockbuster' lost the business because of resistance to change? And how 'Netflix' has created a history by turning from a negligible profit-making organisation to a multi-million organisation? * Now, the change is necessary, how can we understand the change-management process using. 'Kurt-Lewin

Change Management Model?

* How to deal with the emotional response of the people in the organizational development process using the 'Kubler-Ross change curve'? The curve describes the internal emotional journey that individuals typically experience when dealing with change and transition. This journey consists of some stages that people go through. Such as 'shock and denial, anger, bargaining, depression and acceptance'.

* Understanding the psychology of change management via knowing the 'working memory' and 'Hardwiring memory'.

* The key factors of resistance to change

* How adoption of a new idea, behaviour, or product (i.e., "innovation") does not happen simultaneously in a social system and how it is a process whereby some people are more apt to adopt the innovation than others. This theory was explained using the 'Innovation Diffusion Curve'. What are the 5 established adopter categories? How to appeal to the different adopter categories?

The entire day was filled with a lot of activities, competitions, case studies and games. The facilitator focused on 'Why organisational development is needed and what are the factors affecting the change during the process of organisational development?'

Day:2

Dr Digvijaysinh Thakore, Professor & Head of Department of Human Resource Development, gave a welcome speech and shared insights on the Organisational Development process. He strongly recommends the HR community learn and implement the process of organisational development to survive in a highly volatile business environment and to get a competitive advantage. He thanked Mr Ojas Bhatt for his amazing content, knowledge and activities.

On Day 2, the following key topics were covered.

* What is Organisational Development and its model?

* What are the steps in the process of organisational development?

* What are the most important goals of organisational goals?

* What competencies are essential in an Organisational Development consultant?

* Why improvement in communication, employee development, product/service enhancement and profitability are important factors in organisational development?

* How 'Action Research Model' can be applied? Discussion on Plan-Act-Observe-Reflect

* Group activity on how to collect the data by an OD practitioner in 3 stages? Individual, Group and

Organisational level

- * What competencies are essential in an organisational development practitioner?
- * Why asking the RIGHT question is the most important skill in an organisational development process? Also, how to frame the questions and ask the questions to fulfil the goal of organisational development?
- * Case studies and group activities to implement the exact strategies to frame and ask questions.
- * What are the biggest challenges before implementing the organisational development process?

The concepts of organisational development were explained via playful activities, rigorous group discussion, role-plays and games. Students were encouraged to ask a lot of questions to implement organisational development. The environment and scenario of change management were created in the workshop and it set the tone for the OD intervention process on Day-3.

Day:3

In the beginning, Dr Digvijaysinh Thakore, Professor & Head of Department of Human Resource Development, conveyed his gratitude towards Mr Ojas Bhatt for conducting the workshop. He emphasized the audience to pay special attention to strategies for Organisational Development Intervention.

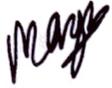
On Day 3, the following key topics were covered.

- * What are the different meanings and definitions of OD intervention.
- * 4 key types of OD intervention: HR Intervention, Technostructural Intervention, HRM Intervention, Strategic Change Intervention
- * 4 categories of OD initiatives
- * How to give appropriate feedback without creating a negative impact?
- * Team building activities to understand the concepts of leadership, trust and communication
- * Discussion on the last step of OD is 'Evaluation'. Comparing the past outputs and present outputs of the groups
- * Feedback and review of strategy implementation

Lastly,

- * Vote of thanks by a student Mr Devraj Desai on behalf of all students
- * Vote of thanks and final speech by Mr Mayur Bardolia
- * Students gave a gift to the trainer, Mr Ojas Bhatt
- * Students shared written feedback
- * Mayur Bardolia shared the list of upcoming events and seminars

Enclosures: 1. one – two photograph of the event.



Mayur Bardolia

(Event In-charge)

Date : 29/01/22



Dr Digvijaysinh Thakore

(Professor & Head)

Place : Department of Human Resource Development,
VNSGU, Surat

