XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

Organizational Behavior Management Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
26 – 30 Apr 2027	Live online	Online (live)	**€1,200**
3 – 7 May 2027	Geneva	Classroom	**€4,800**
4 – 8 Oct 2027	Live online	Online (live)	**€1,200**

Register or ask a question

Online: x8ti.com/course/organizational-behavior-management-training-course-2/

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Organizational Behavior Management Training Course

Introduction

Introduction

An organization is comprised of various departments as accounts, finance, operations, quality, marketing, and sales etc. which are crucial to help it to run smoothly, the ability to manage the people in teams, groups and individuals is equally important.

Why is this so? It is because to achieve results in business, we depend on the people to achieve our goals, accomplish our tasks and projects. It is them, the people, who help us get the returns we desire from investment in the business.

As people are involved, the company and its managers are required to work for the people, and with the people. They are also required to supervise them, motivate them, help them increase in their performance and build a strong and trusting relationship with their team members, and employees. This necessitates a thorough understanding of the human side of the management is required along with the technical skills.

This masterclass in Organizational Behavior (OB) offered by Xcelerate Training Institute focuses on the changing nature of the organizations. It provides an integrated view of theory and practice. It also indicates ways of improving the performance of the business through better use, and effective management of its people.

Learning Objectives

This course will empower you to:

- Increase your knowledge of OB concepts
- Understand how corporate and individuals co-exist
- Increase understanding of the individual and group behavioral aspects in an organization
- Apply the concepts of OB to the real world of challenges
- Develop your management and leadership potential
- Understand the latest developments and cultivate an understanding of organizational culture and structure
- Understand applications of organizational change, power, and conflicts
- Understand the impact of diversity and inclusion on behavior in the workplace
- Explain how environment, attitude, and perception influences behavior
- Understand group dynamics, communication, and its impact on the success and productivity at workplace
- Understand conflict management and conflict resolution
- Understand the organization’s structure, and its impact on workplace behavior
- Understand the impact of work environment on the culture of the organization

Training Methodology

To meet these training objectives, this masterclass offered by Xcelerate Training Institute will use interactive presentation, exercises, individual and team assignments and class discussions.

Exercises and case studies will provide you with an opportunity to apply what you have learned to the real-world scenarios and issues. As each of you will bring a unique perspective to the class, you will benefit by sharing the same with others and present to strike a fine balance in the views, you hold.

Benefits for Your Organization

- Forecast the future behavior of the employees
- Better Conflict Management
- Better Interpersonal relations with the team
- Honing of the leadership skills
- Seamless execution of the project/s
- Better work culture
- Improved productivity

Benefits for you

- Become a skilled leader
- Gain knowledge of advanced methods of negotiation
- Get better at your skills to influence
- Learn how to manage group decision-making
- Develop insights into work group dynamics
- Understand group-based problem solving
- Develop organizational skills
- Develop project and resource management skills

Target Audience

Xcelerate Training Institute recommends this course for:

- Directors, C- Level Executives
- Senior Management Team
- Heads of the Departments
- Strategic Planners, Business Analysts
- Consultant/s
- Manager/Director
- HR Directors/Managers
- Change Agents
- Existing Managers, Supervisors and those who are managing the teams
- Those who wish to manage a team in the future

Course Outline

INTRODUCTION, CONCEPTS

- Define organizational behavior (OB)
- Organizational goals, responsibility, and strategies
- Translate organizational behavior to organizational success
- Understand and analyze current trends in organizational behavior
- Understand diversity and benefits to organizations
- Opportunities and Challenges faced by the managers in using OB

MANAGING INDIVIDUALS

- Consider the effects of physical and mental environments on employees
- Assess workplace behavior and attitudes toward work
- Perception
- Nature and importance of Perception
- Factors influencing perception at workplace
- Employing emotional intelligence
- Emotional Intelligence – its relation to individual performance
- Emotional Intelligence- its impact on business of the company
- Motivation
- Impact of motivation on performance of the individual
- Role of a manager to improve motivation
- Job description and its relation to individual motivation
- Respect and the process of feedback for motivation

MANAGING GROUPS

- Definition and Characteristics of Groups and Teams
- Understand group and team development
- Understand group and team dynamics
- Business Perspective – benefits and cost of teams
- Understand the skills required for working effectively in teams
- Identify individual interpersonal communication styles
- Understand how interpersonal communication styles impact the groups and teams
- Disruption in inter-personal relationships
- Diversity and inclusion

LEVERAGING POWER AND POLITICS

- Understand the difference between leadership and management
- Identify and assess the impact of various leadership approaches on organizational effectiveness
- What is power?
- Understand the sources of power
- Understand organizational politics
- Power and politics

CONFLICT AND NEGOTIATIONS

- Define conflict and negotiations
- Describe various types and causes of conflict
- Relation between organizational performance and conflict
- Effective conflict management strategies
- Negotiation strategies

MANAGING CHANGE

- Organizational structure
- Importance of Organizational structure
- Types of organizational structure
- Impact of organizational structure on the company
- Organizational change
- Methods for incorporating change within an organization
- Skills required for implementing change
- Individual Resistance to change
- Organizational focus on change
- Organizational Culture
- Importance and types of organizational culture
- Evolution of organizational culture
- How to successfully manage the culture of an organization
- Events that shape the organizational culture
- Mechanisms for cultural – control
- Sustaining organizational culture
- How employees learn culture
- Emphasis on quality and performance-oriented culture
- Stress at workplace
- Industry Trend vs. your company
- Rewards and Recognition

LEARNING AT WORKPLACE

- The function of Learning and Development
- Understand individual ability and learning
- Different methods of engaging team into the process of self-learning

ORGANIZATIONAL DEVELOPMENT (OD) INTERVENTIONS

- Definition of OD
- Advantages of OD
- OD intervention Techniques
- Components of OD

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Registration Form

Organizational Behavior Management Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

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