

HRODC Postgraduate Training Institute

A Postgraduate-Only Institution

080

Organisational Development (OD) in Action: Improving Organisational Effectiveness

Course or Seminar

Leading To:

DIPLOMA – POSTGRADUATE IN

*Procurement, Supply Chain and
Logistics Management (Double Credit)*

Accumulating to

POSTGRADUATE DIPLOMA

Progressing To A Masters Degree –

MBA – MSc - MA

Course Coordinator:

Prof. Dr. R. B. Crawford – Director of HRODC Ltd. and Director of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution. He has the following Qualifications and Affiliations:

- Doctor of Philosophy {(PhD) (University of London)};
- MEd. Management (University of Bath);
- Advanced Dip. Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of Academy of Management (MAoM), within the following Management Disciplines:
 - Human Resources;
 - Organization and Management Theory;
 - Organization Development and Change;
 - Research Methods;
 - Conflict Management;
 - Organizational Behavior;
 - Management Consulting;
 - Gender & Diversity in Organizations; and
 - Critical Management Studies.
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Life Member of Malaysian Institute of Human Resource Management (LMIHRM);
- Member of ResearchGate Community;
- Member of Convocation, University of London;
- Professor HRODC Postgraduate Training Institute.

Prof. Crawford was an Academic at:

- University of London (UK);
- London South Bank University (UK);

- University of Greenwich (UK); and
- University of Wolverhampton (UK).

For Whom This Course is Designed

This Course is Designed For:

- Corporate Managers;
- Internal Consultants;
- External Consultants;
- Senior Managers;
- Middle Managers;
- Junior Managers;
- Internal Organisational Improvement Agents;
- External Organisational Improvement Agents;
- Change Agents;
- Organisational Development Specialists;
- Those desirous of improving organisational processes effectively.

Duration:5 Days

Cost:£5,000.00Per Delegate

Please Note:

- V.A.T. (Government Tax) does not apply to Corporate Sponsored Individuals, taking Programmes or Courses in any location - within or outside the UK.
- It applies only to Individuals and Corporations based in the UK and to Non-UK Individual Residents taking courses in the UK.

Cost includes:

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;
- Diploma – Postgraduate –in **Organisational Development (OD) in Action: Improving Organisational Effectiveness**; or
- Certificate of Attendance and Participation – if unsuccessful on resit.

HRODC Postgraduate Training Institute's Complimentary Products include:

1. HRODC Postgraduate Training Institute's **Leather Conference Folder**;
2. HRODC Postgraduate Training Institute's **Leather Conference Ring Binder/ Writing Pad**;
3. HRODC Postgraduate Training Institute's **Key Ring/ Chain**;
4. HRODC Postgraduate Training Institute's **Leather Conference (Computer – Phone) Bag** – Black or Brown;
5. HRODC Postgraduate Training Institute's **8GB USB Flash Memory Drive**, with Course Material;
6. HRODC Postgraduate Training Institute's **Metal Pen**;
7. HRODC Postgraduate Training Institute's **Polo Shirt**.

Daily Schedule: 9:30 to 4:30 pm.

Location: **Central London and International Locations**

Organisational Development (OD) in Action: Improving Organisational Effectiveness Leading to Diploma-Postgraduate in Organisational Development

Course Objectives

By the conclusion of the specified learning and development activities, delegates will be able to:

- Appreciate the difference between individual stress tolerance levels;
- Appreciate the importance of change institutionalisation;
- Assess the impact of information and communications technologies (ICTs) on the change process;
- Assess the importance of effective communication in successful Organisational Development and Change.
- Assess the likely effect of power distance on the effectiveness of change communication, taking steps to create a favourable situation within the internal and external environments;
- Chart the value of influence and rational empirical change strategies in ensuring worker comment to the change process;

Course Contents, Concepts and Issues

Part 1 - Organisational Development: Salient Issues

- What is Organisational Development?
- OD and Organisational Effectiveness;
- Differing Perspectives of Organisational Development;
- Organisational Climate;
- Organisational Culture;
- Organisational Norms;
- Organisational Values;

Part 2 - Micro and Macro Organisational Development: Their Respective Direct and Indirect Contribution to Organisational Improvement and Eventual Effectiveness (1)

- Micro Organisational Development;
- The Quality of Working Life;
- Aspects of Quality of Working Life;
- Adequate and Fair Compensation;

Part 3 - Micro and Macro Organisational Development: Their Respective Direct and Indirect Contribution to Organisational Improvement and Eventual Effectiveness (2)

- Protection of Total Life Space;
- Social Relevance of Work;
- Sensitivity Training;

Part 4 - Contextualising the Organisational Change Management Process (1)

- Influence Change Strategies: When They Should be Used or Avoided;
- Control Change Strategies: When They Should Be Used or Avoided;
- Communicating Organisational Change;

Part 5 - Contextualising the Organisational Change Management Process (2)

- Leading Change Implementation;
- Selecting the Appropriate Change Agent;
- Internal or External;
- Speed of Change;
- Change Acceleration: Averting Organisational and Individual Casualties;
- Confidence;
- Change Tolerance and Individual Stress Levels;
- Managing The External Environment: Improving Perception and Instilling;
- Stakeholders, Generally;
- Shareholders and Funding Agents;
- Customers and Clients;
- Potential Customers and Clients;
- Change Institutionalisation: Returning to Normality.

Service Contract, incorporating Terms and Conditions

Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.

https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extenuating_Circumstances_Payment_Protocol_Location.htm

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

Prof. Dr. R. B. Crawford - Director HRODC Postgraduate Training Institute