

If you believe

**There is nothing more practical than a good theory
& an ounce of practice is worth more than a ton of theory**

This course is for you

TISS OD Certification

A 60-HOUR
**ORGANISATION DEVELOPMENT
CERTIFICATION PROGRAM**

(Four full days and followed by Ten Webinars).

A perfect blend of theory and practice as you would like it.

MUMBAI

Dates : 25th To 28th AUGUST 2020



WHY OD COURSE?

In today's fast-paced, ever-changing business environment, an organisation's ability to respond is its key to survival and success. However, it is not the 'organisation' that chooses when, why or how to respond; it is the people within it.

Most modern L&D and HR functions are seamlessly taking on OD interventions. In practice, the boundary is beginning to blur. Now, most L&D and HR Professionals, at some point of time, need to drive OD initiatives or partner with consulting firms to drive these initiatives. Very few options are available for them to build their expertise in the field of OD. And many a times, they find it difficult to enroll themselves for long-term mid-career professional courses.

Our OD course is custom designed to help Managers, HR Professionals and L&D Specialities effectively tackle the challenges associated with developing competent workforce that is confident, productive and committed to realizing the organisational goals.

Our highly practical in-depth programme will equip you with a core understanding of what OD is all about with the support of practical OD tools and techniques. The program aims at improving your skills and providing you with greater awareness of self and group processes.

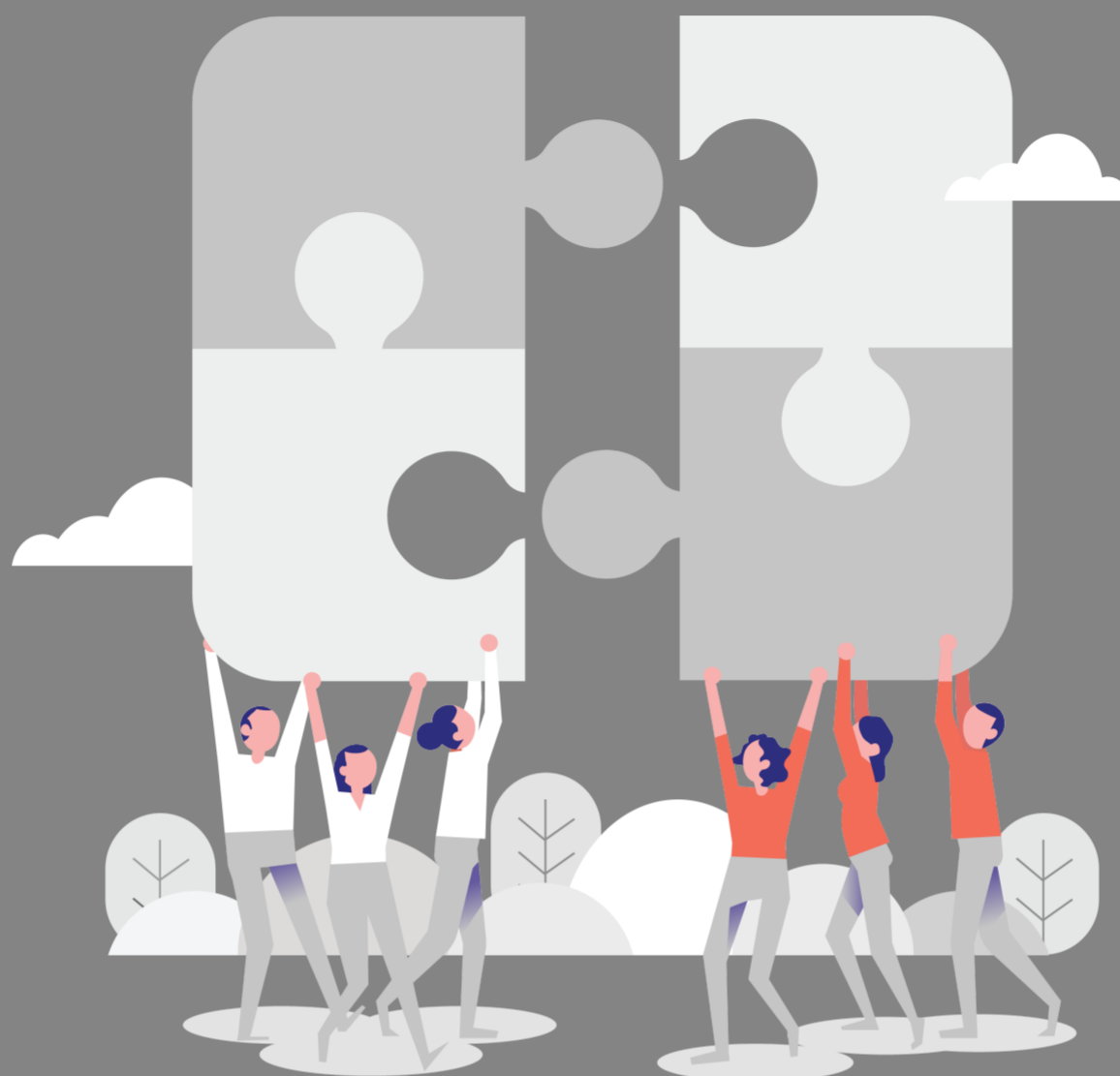




We aim to achieve this by balancing theory and practice – using your real world situations as the start point for deep learning.

A combined perspective of a long-term practicing Consulting Firm and an established Academic Institution like TISS would add great value to the Short Certification Course that will help large number of L&D and HR professionals gain an in-breadth understanding of Organisation Development.

The program will be 4-day in person (40 hrs), followed by 10 week tele-course (20 hrs).



FOR WHOM

Working professionals with a minimum of 5 years' experience as:

Training / Learning and Development Professionals,
HR Managers, People who are responsible for OD
in their Organisation

CURRICULUM

Introduction to OD and Change

1

What is OD?

The core of OD –History to its current form
Kurt Lewin and the planned approach to change
Change models and overcoming the resistance to change

2

Skillset / Mindset and Identity of an OD practitioner

What do OD practitioners do?
OD Practitioner – Core competencies, Roles, Values and Ethics

3

Self – Theories – Tools – Application

Understanding the role of individuals in the Organizations
Different tools for understanding self and their applications
Self as a tool for transformation

4

Group - Group Dynamics and Group Theories

Social Psychology basics and Group theories
Understanding group dynamics

5

Systems Theory – Systems Behavior – Whole System- Intervention methodology

Understanding System Dynamics
Whole System Interventions and Large Group Intervention models

CURRICULUM

Introduction to OD and Change

6

Purpose – Values – Culture

Building purposeful organisation

Diagnosing and changing organisation culture

Organisation Values, Leadership Development frameworks

7

Organization Analysis and Diagnostic Models

Different diagnostic models and understanding when to use which model

Organizational Analysis to implement strategic interventions

8

Research Methodology

Evidence based management - Concepts and Constructs

Theory Testing and Theory Building Research

Quantitative and Qualitative research - when to use what

9

Epistemological and Phenomenological approaches

Phenomenological and Positivist approaches to OD

Epistemological approaches to intervention

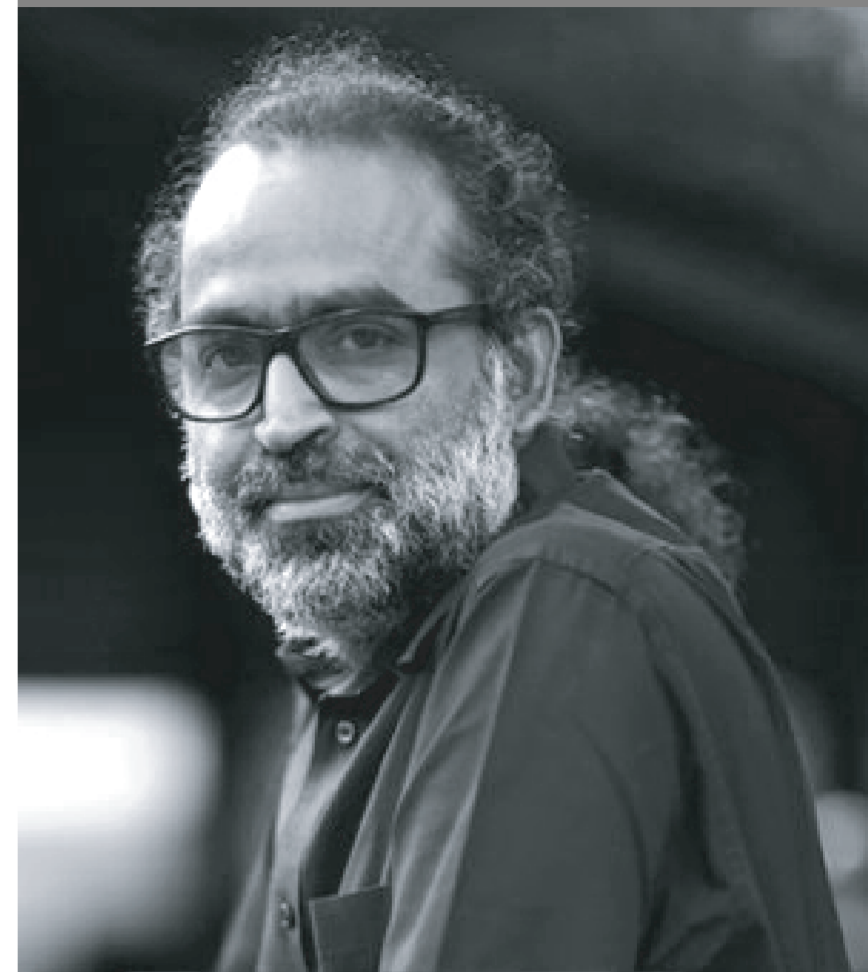
LEAD FACULTY

Santhosh Babu is the Chairman and Founder of ODA (Organization Development Alternatives Consultants Pvt. Ltd) and author of India's First book on Coaching published by Wiley.

He also wrote the column 'Buddha in the Boardroom' in Business Today and occasionally writes for Huffington Post.

He has also contributed a paper in the book, OD Accelerating Learning and Development published by Sage.

Santhosh has 20 years of experience as a consultant, helping organizations to be purposeful and successful.



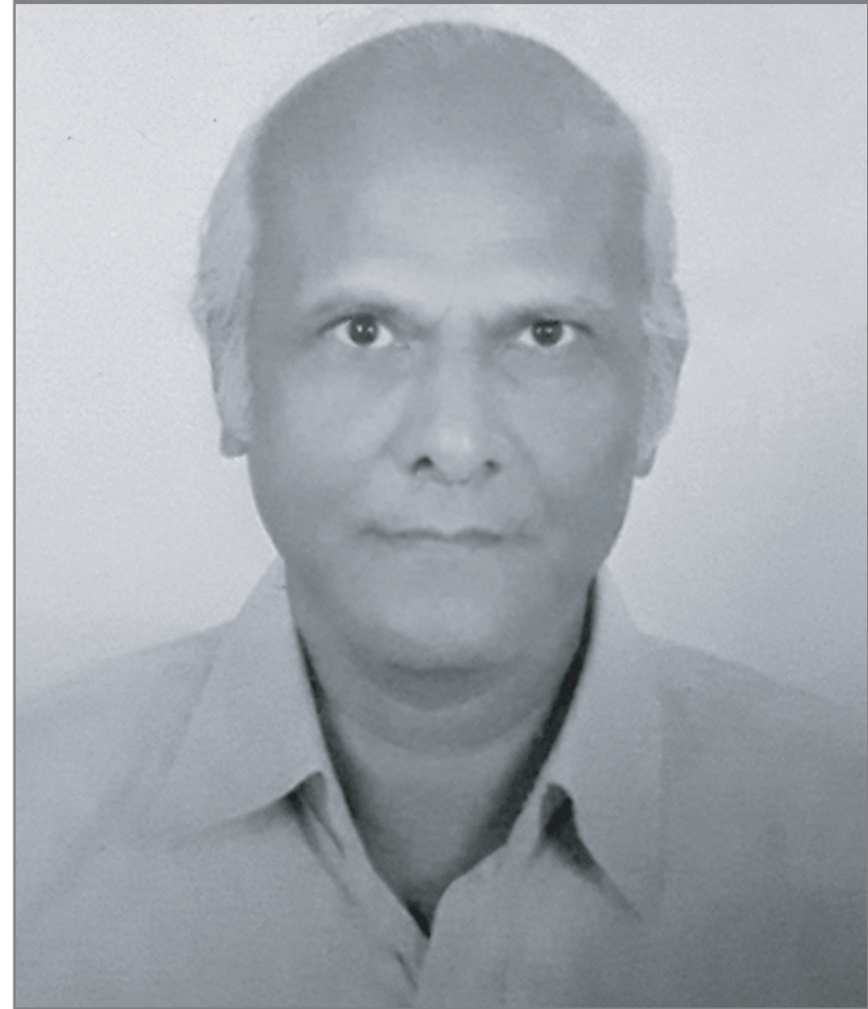
Santhosh Babu



LEAD FACULTY

Prof. K. Ravindran has been teaching at TISS for more than 30 years. His interests and expertise include psychoanalysis, research methodology, philosophy and spirituality. Prof. Ravindran is much loved for the passion with which he teaches and the compassion with which he relates. In general, students have considered Prof. Ravindran's courses as transformational experiences in their lives.

He has been the Chairperson for the Centre for Research Methodology. He has also developed the curriculum for the M Phil program at TISS. In addition to being an academic, he has also been a consultant to many organisations in the private and public sectors.



Prof. K. Ravindran





INVESTMENT

1 Lac + 18% tax = 1,18,000



**We help leaders build highly purposeful
& successful organisations**

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