



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

ODA and TISS presents

**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
2nd to 5th April 2019 (Tuesday - Friday)**



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 Specialists 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 Organization Development.

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





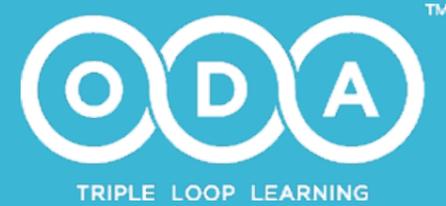
FOR WHOM

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

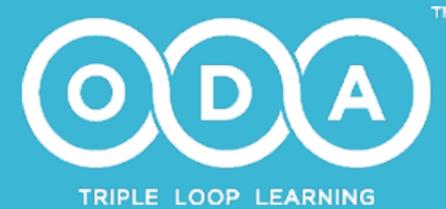
5

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

Shweta is the CEO of OD Alternatives and has worked with clients and companies in India, Africa, Middle East, Latin America in the areas of organizational transformation, team capability enhancement, leadership development and culture change, in her prior roles.

In the last 20 years of her career, Shweta has worked both as a consultant with organizations such as Hewitt, Arthur Andersen and White Spaces Consulting as well as large, global multinational organizations such as such as Naspers, Honeywell, Motorola and Intel. She is passionate about the process of transformation at an individual, team and organizational level and specializes in helping leadership teams in the areas of creating desired mindset shifts . She is passionate about learning and development technologies and is a speaker and panellist and multiple conferences. She is also a visiting faculty at ICFAI Delhi.

Shweta is a certified and experienced coach and facilitator - John Mattone Intelligent Leadership Certified Coach, Turning Learning into Action Certified Coach and Transformational Alignment Certified Coach. She holds a Masters in Human Resource Management from TISS and is currently pursuing her Masters in Management of Change (Transforming Self and Organization) from INSEAD Fontainebleau.

She is passionate about Education and volunteers for the Literacy India project in her spare time.



Shweta Kumar



LEAD FACULTY

Innovator, Intrapreneur, Chairperson for Centre for Social and Organisational Leadership (C SOL)

His current research interests are focused on the re-conceptualization of the contemporary organisational space with a special focus on (a) Strategizing, (b) Organisation Development and Change and (c) Leadership and innovation.

He takes a distinctive research approach where the emphasis is on both micro and macro aspects of organisations. His emphasis is for a practice perspective with a focus on collaboration to foster the linkage between micro and macro organizational aspects and to provide a dynamic view of organisational phenomena. Thus, to promote a view of organisation as practice which is adapted through dynamic interactions.



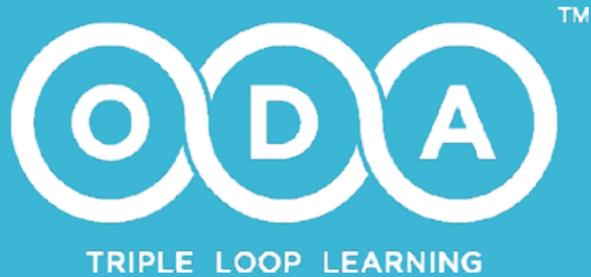
Dr. VIJAYA KUMAR P





INVESTMENT

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



TISS OD Certification – Now in the Middle East

Based on requests from our partners and clients in the Middle East – we are happy to announce that we are bringing the TISS OD Certification Course to Dubai.

*Dates: Sep 16th to Sep 19th 2019
Dubai*

**Investment: USD 1900
(15% discount for early bird registration
till March 31st)**

TISS OD Certification – Now in the Middle East

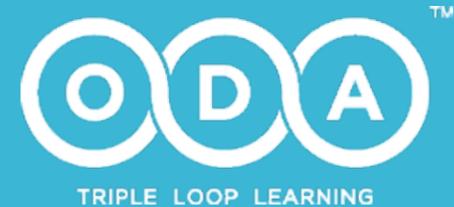
The global megatrends of Demographic and Social Change, Urbanization, Climate change and Resource scarcity and Technological disruption has put significant demands on HR and L&D Professionals in the Middle East.

“Culture and engagement”, a top trend in the global market, is also considered an issue of paramount importance in the Middle East and most Business Leaders report this being critical. Talent diversity in the Middle East probably plays a big role in making this challenge very important.

All of this has brought about a significant need to reinvent existing models of Cultural Transformation, Employee Engagement, Learning and Leadership Development.

Here are the benefits of gaining a TISS OD Certification

*Become a catalyst of change in your organization
Build your brand as an OD professional
Lead change management initiatives to deliver impact
Sharpen your facilitation and contracting skills*





WE HELP LEADERS BUILD HIGHLY PURPOSEFUL AND SUCCESSFUL ORGANIZATIONS

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