

Organisational Development and Design Course

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022





Organisational Development and Design Course

- CMI Level 7

Duration

Four teaching days

Validating Body

CMI

Overview

The Organisational Change and Development Course – CMI Level 7 presents delegates with practical tools and techniques to develop their own OD (Organisational Design) strategy, with a range of OD interventions through the application of the OD consultancy cycle.

Delivered through the lens of the OD consultancy cycle, key OD models, theories and case studies, participants will be encouraged to develop their own OD approach and consider how these fit with their organisational strategy, personal objectives, and values. It focuses on the practice of OD, has a real-world focus, and is delivered by tutors who are consultants and business practitioners in the field of OD.

Organisational development and change initiatives are vital for organisations to continue to improve their performance, whether that be increasing staff retention, improving productivity, developing innovative practices, or staying competitive.

Practitioners often find themselves executing OD, often not deliberately, but through the context of change and transformation which can lead to a curiosity of the natural dynamics of people, organisations, and systems. Recognising that people are the most important part of any organisation and form the foundation for success. This course builds upon this domain of knowledge.

Through this engaging course, participants will develop the key skills and attributes of a successful OD practitioner. Building both their own levels of confidence together with the expertise needed to drive change from strategy to execution, to help your organisation thrive now and in the future.

Who is this course for

This course will give you a fresh perspective needed to lead change within your organisation to achieve your strategic objectives.

It is suitable for:

- Organisational development practitioner
- Business change agents
- Operational managers who are responsible for mobilising teams and delivering strategic objectives.
- Newly appointed leaders or aspiring leaders
- Senior HR management professionals responsible for formulating and or implementing strategy.
- HR business partners
- Consultants and Coaches looking to formalise their knowledge of OD

*Please note that some of the materials and objectives may be subject to change depending on discussions, activities and needs of the cohort upon reflection of delegate responses to the pre-programme questionnaires.

Learning Outcomes

On completion of this programme, delegates will:

- Understand how to evaluate organisation strategy, establish organisation development needs through a range of consulting processes, styles and diagnostic tools/methods.
- Understand the application of a range of consultancy approaches.
- Articulate the value of change and organisational development within your business.
- Understand how to integrate OD strategies with business strategy within the micro and macro environment of contemporary organisations.
- Understand the range of organisation development interventions available to improve organisational effectiveness and performance.
- Understand how to evaluate, shape and drive the organisation culture.
- Be able to apply systemic thinking to a range of people practices.
- Be able to evaluate the contribution of OD strategy to the achievement of personal and business objectives.
- Recognise the openness of new perspectives and diverse others by leading through the lens of equality, diversity, inclusion, and belonging.
- Understand how to analyse performance and engagement data to maximise contribution and enhance organisational effectiveness.
- Understand the processes of power, relationships, and institutions and consider how they have shaped, and continue to impact working practice and wider society.

2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

Qualification

The CMI Level 7 Certificate in Strategic Management and Leadership

Assessment

The CMI Level 7 Certificate in Strategic Management and Leadership Practice is designed for managers and leaders who have the authority and responsibility to drive business activities, implementing an organisational development strategy across the organisation or involved in transformational change. The qualifications require managers and leaders to build on their strategic management and leadership skills to focus on the requirements of embedding these skills into an organisation's strategy.

Delegates will be required to complete two 4,000 – 4,500-word written assignments. Each assignment requires taught theory to be applied to the organisational context:

- 702 Leading and Developing People to Optimise Performance
- 707 Organisational design and development

Support

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

Chartership (CMI Chartered Manager)



Those learners that successfully complete and are awarded the Level 7 Certificate in Strategic Management & Leadership are eligible for 'Fast Track' to Chartered Manager status. This route builds on the completion of your eligible CMI qualification and provides a fast-track assessment process taking into account your prior learning with CMI. (Note - There is a separate cost for this and the application and payment are made directly to CMI) - For further information visit - **CMI Chartered Manager**.

Gaining Chartered Manager status involves completing a holistic assessment that is underpinned by the **CMI Professional Standard** for Management and Leadership. It provides you with a fantastic opportunity to reflect on your recent workplace achievements and how you effectively apply your management and leadership skills.

Agenda

Session One: OD Terrain and Context

Key themes include:

- OD consultancy cycle
- Key organisational models of OD
- Self as an instrument
- The role of the OD practitioner
- Consultancy contracting

Session Two: Diagnosing and intervention design

Key themes include:

- Diagnosing and diagnostic instruments
- Design theories and approaches
- OD tools and practices
- Psychometric tests
- Appreciative enquiry
- Coaching culture

Session Three: Interventions

Key themes include:

- Facilitation
- Power, communication, conflict
- Speaking Truth to Power
- Multicultural OD
- Working with difference

Session Four: Implementing and evaluating OD interventions

Key themes include:

- OD planning
- OD implementation
- OD evaluation
- Consultancy disengagement
- Consultancy follow up.

Tutors

Kerry Robinson

Kerry specialises in organisational development. She is also a highly experienced consultant and practitioner. Kerry routinely teaches on leadership programmes at Liverpool John Moores University on a range of topics including organisational development, improvement, integrated leadership strategies and innovation and has a strong belief in bringing training to life through practice to embed in the grain of their organisations.

For 10 years, Kerry worked in the private sector working in oil research, telecommunications, food manufacturing, and logistics across a range of technical disciplines. Kerry is a chartered management accountant, green belt six sigma improvement trained, Kings Fund Top Management Programme Alumni.

Kerry then has had over 13 years' experience working in a range of roles with different providers in the NHS. Six years as a Board Director, also Senior Responsible Officer for MSK care in a forming integrated care system. In that period Kerry's portfolio spanned strategy, organisational development, quality improvement, IMT, research and project management.

Kerry now has a portfolio career being both a practitioner and a trainer in her mix of consultancy and training work ensuring she stays up to date with current theory, context, and practice.

William McKee

Starting out as a civil engineer responsible for large infrastructure projects, William became fascinated with the people side of business. Now a qualified business psychologist, and executive coach, he aims to bring a refreshingly practical approach to culture, people and performance. Over the last 10 years, he has worked with leaders and managers in organisations like British Airways, the Met Office, Bombardier, the NHS and multiple local authorities. He also spent time supporting SMEs and start-ups as well as working in the Middle East with one of the world's largest food producers. As a result, he can relate to a wide range of people and organisational contexts.

Credentials:

- Member of the International Coaching Federation (ICF) and holds the Associate Certified Coach (ACC) credential
- Lecturer with Henley Business School, teaching on its Professional Certificate in Executive Coaching (PCEC) programme
- Holds a Team Coaching Certificate from the Academy of Executive Coaching (AoEC)
- Holds a foundation certificate in Nancy Kline's Time to Think coaching method
- Recently interviewed for the book *Coaching with Research in Mind* on utilising psychometrics with coaching, as he aims to strike a balance between practical 'rules of thumb' and the latest evidence-based research.

