

Organisational Development and Design Course

- CMI Level 7



CMI Awards

FINALIST

Outstanding Training
Provider of the Year 2022



A photograph of three people in a professional setting. A woman with long dark hair is in the foreground, looking down. Behind her, a man with glasses and a beard is looking at a laptop. To his right, a woman with blonde hair and glasses is also looking at the laptop. They appear to be in a collaborative meeting.

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.

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.

Qualification

CMI Level 7 Certificate in Strategic Management and Leadership Practice

Following completion of the Organisational Development and Design Course, learners can opt to continue their studies by completing a CMI level 7 Certificate in Strategic Management and Leadership Practice. This qualification is designed for those wishing to develop strategic management and leadership practice who will have the knowledge, skills and behaviours to drive business activities in a senior, director or CEO role.

Learners are required to complete two written assignments (1 x 3,500-4,000 words, 1 x 4,000-4,500 words). Units to be completed include:

- 702: Leading and Developing People to optimise Performance
- 707: Organisational Design and Development

Benefits of completing the qualification include:

For learners:

- Enables learners to develop an in-depth understanding of how to effectively lead and develop people
- Supports learners to understand the relationship between organisational design and development and the achievement of strategic objectives
- Enables learners to develop the professionalism to deliver impact and behave ethically
- Provides the opportunity to demonstrate a commitment to continual learning and development
- Accredited management and leadership qualification and certificate on completion

For organisations:

- Learners will build on their strategic management and leadership skills to focus on the requirements of embedding the organisation's strategy
- Provides skills and behaviours to drive core business activities
- Delivers skills to optimise organisational performance through the effective leadership and development of people

Learners also receive:

- Targeted tutorials run by our CMI-qualified tutors, to help learners complete the assignment writing phase.
- Dedicated support from the Quality Assurance Team here at In Professional Development, including regular CMI learner drop-in sessions.
- Access to a wealth of CMI online learning resources through their Management Direct website.

Please take a look at our [CMI FAQs](#) to find out more about how the qualification works.

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.

