



Certificate in Organisational Development & Change

► Upcoming Sessions

12-16 Aug 2024	London - UK	\$5,950
21-25 Oct 2024	Dubai - UAE	\$5,950
18-22 Nov 2024	Amsterdam - The Netherlands	\$5,950
10-14 Feb 2025	Rome - Italy	\$5,950
28 Apr-02 May 2025	Milan - Italy	\$5,950
11-15 Aug 2025	London - UK	\$5,950

► Training Details

Training Course Overview

In the dynamic realm of business, change is the only constant. The ability to embrace change and swiftly garner support from stakeholders is paramount for organizational triumph. According to a recent survey by Harvard Business, numerous senior executives pinpoint adapting to change as one of their most significant challenges. So, if you're grappling with change and encountering resistance from your team or colleagues, this training course is tailored for you. If you're earnestly seeking innovative approaches to articulate and facilitate change, your search ends here—enroll today.

This acclaimed Anderson training program equips you with an expanded toolkit to drive change in your business efficiently. Through hands-on practice in a supportive learning environment, you'll explore a spectrum of proven methods, empowering you to achieve your objectives more consistently and be recognized as a specialist in Organizational Development Change.

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Create an environment where change happens smoothly
- Effectively communicate a compelling message
- Apply a range of proven Change Management tools
- Increase self-awareness and use that information to build strong relationships
- Influence a wide range of stakeholders to ensure buy in to ideas

Designed For

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- ▶ Business professionals who have a vested interest in working collaboratively with others
- ▶ Team leaders, supervisors, section heads and managers
- ▶ Any business professional who is seeking to influence others
- ▶ Professionals who have an interest in a management position
- ▶ All business professionals who have line management responsibility

▶ Training Details

Day One: Introduction to Organisational Development & Change

- ▶ The Psychology of Work
- ▶ History of OD
- ▶ Maslow and Hertzberg & The Hawthorne effect
- ▶ Putting OD into practice
- ▶ Change Management or Change Leadership?

Day Two: Organisational Change Leadership

- ▶ The key drivers of change
- ▶ Defining the scale of organisational change
- ▶ Approaches to Organisational Change
- ▶ Change at the individual, team, and organisational level
- ▶ The five psychological phases of change and their effective management

Day Three: Understanding Organisation & Groups

- ▶ The development of the modern organisation
- ▶ Organisational Structures
- ▶ The psychology of the group and group dynamics
- ▶ Groups versus Teams
- ▶ The development of the Team

Day Four: Practical OD Methodology & Human Resource Issues

- ▶ Data collection and analysis
- ▶ The goals of data collection & research methods
- ▶ Diagnostic tools (SWOT, PESTEL, Force Field Analysis)
- ▶ Attracting, retaining, and developing your people
- ▶ Talent & succession management

Day Five: OD Across Cultures

- ▶ Introducing culture and Hofstede's models
- ▶ The impact and limitations of Western thought
- ▶ Individualism Vs. Collectivism
- ▶ How different attitudes and belief systems affect work
- ▶ Identifying OD practices that may be culture-bound

▶ Accreditation



The content of the following has been certified by the CPD Certification Service as conforming to continuing professional development principles

► The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course.
- CPD Certificate will be issued to participants who successfully completed the training course aligned with the international standards of The CPD Certification Service

► INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

Email: inhouse@anderson.ae

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