



## Certificate in Organisational Development & Change

The Science of How to Stimulate Organisational 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

### ► Training Details

#### Training Course Overview

There is one absolute certainty in the business world and that is change. The ability to embrace change and accelerate buy in from people is crucial to organizational success. In a recent Harvard Business survey, it was identified that many senior business leaders state that adapting to change is one of the single biggest they and their organisations face. So, if you are confronted with change and are finding it challenging to gain traction with your team or peers, then this training course is for you. If you are genuinely searching for new and innovative ways to articulate and facilitate change, then look no further and enroll today.

This popular Anderson training course will enable you to expand your 'tool box' of methods to accelerate change in your business. You will have the opportunity to practice in a safe learning environment, a range tried and tested methods that will assist you in attaining more of what you want more often and to be viewed by others as an Organisational Development Change Specialist.

#### 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

## ▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

## ▶ 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](mailto:info@anderson.ae)

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

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