OD PRACTITIONERS PROGRAMME

A GRADUATE CERTIFICATE IN ORGANISATIONAL DEVELOPMENT WHICH DEVELOPS EFFECTIVE PRACTICE
Organisations cannot truly thrive in isolation. To do so they must realise their dynamic place within a global community. A community that is constantly evolving and placing different requirements of the organisations within it. The ability to respond is key to survival and success, particularly in Asia, where the pace of change is relentless and a constant feature of organisational life.

It is not the ‘organisation’ however that chooses when, why or how to respond, it is the people within it. Those people need access to resources, an organisational culture within which they feel able to support and challenge each other, a mission and strategy they have had a stake in creating, processes and procedures which support their journey towards that mission, and leadership which inspires and guides them toward a sense of collective purpose. With these elements in place, people feel motivated and engaged to the extent that they volunteer their discretionary effort – they are willing to respond to whatever comes their way.

Organisational development (OD) is a route towards achieving this. Practising OD in organisations means balancing economic growth with organisational health, building an agile, resilient and emotionally intelligent workforce, promoting ethical and sustainable leadership and organisational practices, and having a clear sense of purpose.

Roffey Park’s OD Practitioners Programme provides a thorough grounding in the field of OD. Our distinctive learning approach models the OD process throughout the programme, so we learn together in a supportive and challenging environment. We work with you on the issues you are grappling with at work to develop a toolkit of approaches that you can adapt to suit your context. This means it is a highly tailored learning experience with lasting benefits.

It is a unique qualification delivered using Self-Managed Learning. There are no written exams and participants act as internal examiners by working with a set adviser to review each others’ work. Navigating a learning pathway where there are often no right answers requires people to be strategic, think critically as well as give and receive feedback with impact. These are lifelong skills the current climate requires for success.

Roffey Park is internationally recognised as an OD centre of excellence. For over twenty years we’ve been enhancing the OD profession through skills development, innovative practice and research into OD evaluation. We work in partnership with the University of Sussex who validate our qualification programmes. The University of Sussex is ranked among the top 15 universities in the UK and among the top 120 in the world in the Times Higher Education World University Rankings.

I hope you will join us in developing effective organisation development practice in Singapore. If you have any questions, please contact us at singapore@roffeypark.com or telephone +65 6549 7840.

Simon Gott
Global Programme Director
OD Practitioners Programme

The OD Practitioners Programme is a highly practical, in-depth programme which will equip you with a core understanding of what OD is. Using practical OD tools and techniques, it will improve your skills and provide you with greater awareness of yourself and group process.

Benefits to you

By the end of your programme you will have:

- gained increased confidence, credibility and impact as an OD practitioner
- gained increased self-awareness by identifying strengths and development needs in relation to a set of OD practitioner capabilities
- developed your knowledge of the history and roots of OD practice
- developed a systemic approach to identifying OD needs
- learned how, when and why to use tools and techniques to gather data and intervene effectively in organisational systems
- increased your knowledge and understanding of the role of organisation design
- learned how to apply participative approaches to complex change
- gained a recognised qualification from a leading University in the UK.

Benefits to your organisation

Effective OD within organisations can lead to highly successful change programmes. Successful programmes are driven by people who understand OD and who have all the tools and techniques available to influence and communicate with people in a range of situations. Our in-depth approach develops effective OD practitioners who can bring this to your organisation.

Who is the programme for?

This programme is aimed at senior HR, learning and development, change management and OD professionals working in organisations who want to develop and improve their organisation development skills. You will need to have:

- the commitment, motivation and resilience to pursue, enjoy and complete this demanding and rewarding programme
- readiness to engage in a Self-Managed Learning programme.

Dates and Fees

| Module 2 | 7-9 July 2015 Learning Set - 10 July 2015 |
| Module 3 | 29 September - 1 October 2015 Learning Set - 2 October 2015 |

Three modules and four learning sets (11 days in total)

$19,500 + GST

Fees are inclusive of all tuition fees, materials, meals and refreshments.

Visit our website at www.roffeypark.com/odps to find out more

Welcome
Programme outline

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How does the Graduate Certificate in OD work?

How does the Self-Managed Learning approach work?

Self-Managed Learning in the context of this programme means developing and pursuing your chosen learning goals, starting by reviewing your current OD skills, knowledge, experience and theory base, as well as what has shaped your development as an OD practitioner to this point. The programme will enable you to map the overall field of organisational development both in terms of theory and your practice as well as to formulate your own learning goals. You will be required to demonstrate achievement of those goals in a portfolio of evidence on which you will receive feedback, and which will be assessed by your peers on the programme.

Working in a learning set

The learning set is a vital component of the programme. You will be working in a set of up to six people plus a Set Adviser, who is a member of Roffey Park’s faculty. You will normally stay in the same set for the whole programme.

The set provides a collaborative environment for peer learning. It models the role of OD practitioners in organisations by providing a set of high support and challenge relationships based on trust, respect and empathy. It will take your listening and feedback skills to a new level. The set holds you accountable for progress and in particular you will:

- agree assessment standards
- discuss and agree learning outcomes
- assess each other’s work
- explore issues around learning both in terms of the experience and process of working together and the content covered.

What work will I have to produce?

In addition to completing the three modules of our OD Practitioners Programme, you will attend four learning set meetings and produce a portfolio of work of 5,000 – 8,000 words covering your experience, theory and practice learnt and how this impacts you as an OD practitioner. We do not prescribe the number of learning goals or the core components of the learning contract. However, learning contracts normally comprise 2-3 learning goals combining 2 elements from the following:

- the development of a specific skill relevant to participants’ OD practice
- undertaking an organisational project, which will develop OD practice and competence, provide benefit to the organisation, and draw on new theoretical understanding
- a written seminar paper on a subject of participants’ choice that will examine the area of OD practice from a more theoretical standpoint.

How will my work be assessed?

There are no written exams. All your work will be peer reviewed in your set to make sure it is of Graduate Certificate standard. The set acts as the ‘internal’ examiner’ for the programme. This is no soft option. It is a challenging process that means that by the end of the programme you will have developed excellent feedback and assessment skills. External examiners provide the external view by monitoring overall standards and the rigour of the assessment process.

To receive an application form and reserve your place:

Telephone: +65 6549 7840, email singaporesales@roffeypark.com
www.roffeypark.com/odps
Our faculty are OD practitioners with extensive experience in working with organisations across Europe and Asia Pacific.

Simon Gott  
MSc, BA (Hons)  
Simon has extensive experience in both the private and public sector. Throughout his career he has worked with a range of people covering a diverse mix of professions such as psychologists, nurses, engineers, software developers and general managers.  
Simon has facilitated large scale change, leadership and management development programmes, as well as the delivery of technical and soft skills training. Simon is interested in how people learn and is at his best when facilitating groups and helping them to increase awareness of their own ways of working. He is also passionate about people learning and is at his best when training. Simon is interested in how development programmes, as well as change, leadership and management interventions.  
Simon has an MSc in Organisation and International Leadership.

Shelly Hossain  
MBA, PGdip  
Shelly is an Organisational Development consultant and an Associate at Roffey Park. She specialises in Leadership Development, Change Management and Personal Effectiveness. Shelly has operated at senior levels and worked internationally for corporate global organisations. Her work has involved designing and delivering local, national and international leadership programmes for private, public and charity sectors. Her experience includes running Masters level programmes, coaching senior leaders and providing consultancy interventions.  
Shelly has extensive experience focusing on individual, team and organisation wide development, supporting and guiding top teams on change projects and working with organisations on broader issues such as Creating a World Class Organisation and International Leadership.

Kiran Chitta  
MA (Oxon), MSc, CPsychol, AFBPsS  
Kiran is an organisational psychologist based in Singapore.  
Kiran’s work includes facilitation of change and leadership development. He has worked in Europe, US, Asia Pacific, Middle East and Africa.  
Starting his career at Procter & Gamble, Kiran has held several senior internal roles. He led OD in a Middle Eastern retail conglomerate with 25,000 employees in 11 countries. He has also been a member of the UK Senior Civil Service, facilitating public sector transformation. He has held roles at Deloitte, Accenture and latterly Oliver Wyman, where he was a Principal in London. Over twenty years he has worked with clients in consumer goods, technology, financial services, hospitality and government. A published author on change, Kiran has a bachelor’s degree from the University of Oxford in Experimental Psychology and Masters in Organisational Psychology. He is a Chartered Psychologist now pursuing a Doctorate in Psychotherapy at the UK’s Metanoia Institute.

A unique learning experience

Learning which enables a lasting difference

The Self-Managed Learning philosophy, pioneered in the UK by Roffey Park, underpins our approach. Self Managed Learning is about individuals managing their own learning by taking responsibility for decisions about what they learn, how they learn, when they learn, where they learn and why they learn. This is grounded in the context of their organisational needs.  
We treat individuals as adults and our approach is holistic, learner centred and empowering.  
The content of our programmes is tailored to you, so you will leave fully equipped to transform your practice back in the workplace.

Learning is not just transferring knowledge

The diverse experience of our consultants ensures that we provide the right environment for support and challenging which ensures that participants are stretched, engaged and motivated to develop themselves and their organisation.  
We aim for a consultant/participant ratio of 1:6 providing an eclectic mix of activities to suit everyone and applying theoretical models to the reality of today’s organisations.

Transformational learning to develop people who develop organisations

We believe that creating the opportunity for each individual to perform to their full potential, every day, will improve business performance. This requires individuals to have self-awareness and knowledge of their different behaviours so they can lead, inspire and motivate people.

A global provider

As a global executive education institute we work across the world wherever our clients have a need. We are committed to learning with and from different cultures, adapting our style and approach to fit. In our world, one size does not fit all.

Visit our website at www.roffeypark.com/odps to find out more

Based in the South of England, the University of Sussex is a leading research university, ranked among the top 15 universities in the UK and among the top 120 in the world in the Times Higher Education World University Rankings.

From its foundation, Sussex has had an international perspective to its academic activities and its outlook. Their research tackles major world issues, with leading areas of expertise such as climate change and development studies. The University has extensive links with many institutions worldwide, including Peking University (China), Georgetown University (USA), the Chinese University of Hong Kong and National Taiwan University.
About Roffey Park

Founded in 1946, Roffey Park is a research, management and leadership institute widely recognised for its expertise in providing high impact programmes that transform individuals and organisations.

We offer a variety of open and tailored development programmes, consultancy services and qualification programmes. Our core expertise covers:

- Leadership Development
- Executive Coaching
- Personal Effectiveness
- Organisational Development
- Human Resources and HR Business Partnering

We have particular expertise in developing the developers and our MSc in People and Organisational Development is a brand leader across Europe. All our qualifications are validated by the University of Sussex, ranked in the top 15 UK universities 2014-15 (Times Higher Education Rankings).

Our office in Singapore is the hub of our operations in Asia Pacific working with organisations across the public sector, financial services, healthcare, real estate, logistics and more. Our current clients include Civil Service College, Changi Airport, DHL and Sentosa.

We have a faculty who are expert in their subject area and an extensive network of associates in Europe and Asia Pacific. Our practice is informed by the work we do with our clients and the latest academic thinking underpinned by our own research.

For more information about Roffey Park’s services, please contact us:

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