

CHARTERED
PRACTITIONER



organizational development

Never Be Doubted...

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CHANGE
DESIG
DIAGNOSTICS



The making of Great OD Consultants



CHARTERED PRACTITIONER



Organizational Development (OD) has effectively moved from the traditional “planned change” concept that has always characterized stable organizational architectures, to adaptive agility, which is better suited for business flux, shortened cycles and organizational malleability. The ‘built to adapt’ concept has now effectively replaced the once celebrated ‘built to last’ model, and in the process altering the measures of Organizational Effectiveness (OE) and the competency matrix for OD/OE Practitioners. The concept of ‘lasting change’ is now an illusion in the VUCA and RUPT environment. Traditional indicators of stability are now indicators of dysfunction. This is the new landscape for OD and OE. The Chartered OD Practitioner Programme (CODP) brings to the HR and OD Practitioner’s disposal actionable frameworks for analyzing OE and latest methodologies for facilitating strategic, rapid, pervasive fixes to optimize organizational responsiveness, agility and change as well as people performance and engagement, in the shortest possible timeframe. The Bootcamp class is facilitated by certified & vastly experienced OD/OE Trainers with impeccable credentials earned from practicing and consulting for top global corporates.

Organisations cannot be competitive if they are not effective

The Chartered OD Practitioner program gives HR Practitioners & Consultants the opportunity to earn a unique certification by 2 reputed global certification institutes - the International Talent Management Academy (ITMA) and the Global Academy for Finance and Management (GAFM), USA. Both Institutes boasts global learner reach and footprint, rigorous certification standards, and smart learning models with exceptional learner experience and engagement.



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COURSE COVERAGE



FUNCTIONAL

Organizational Effectiveness

- Introduction to OD and the OD Methodology
- Organisational Effectiveness (OE) and Dysfunction
- Organisational Diagnostics & Solution Framing
- Strategic Clarity, Alignment and Business Driver Mapping
- Business Case Skills for OD Practitioners

At the heart of OD Intervention is a crystal-clear understanding of Organizational Effectiveness (OE). This section delves into OE philosophy, people-systems architecture, scientific practice, OE frameworks & its key measures (KPIs)

DESIGN

Organizational Design

- Design Overview - Design Science and Core Principles
- Level 1 - Business Design - Operating Model
- Level 1 - Process Design - Process Reengineering
- Level 1 - Organizational Design - Organizational Structuring
- Competency Model Development and Skills Auditing

Organizational Design is a process whose principles and practices are premised on design science, multi-dimensional logic and analytical rigor. This section explores design methodology using the latest agile and systems approaches

PERFORMANCE

Transformation and Performance

- Mastering Transformation & Change - The Key Enablers
- Introduction to Agile Models and Practices
- Employee Engagement and Performance Enablement
- Culture Mapping & WOWs - Activation and Embedment
- Project Management Skills for OD Practitioners

The last leg in OD focuses on aligning strategic people and culture planning with talent acquisition, productivity and engagement. Transformation and change are explored via the organizational learning lenses, using latest insights from Behavioural Science

YOUR PATH TO CERTIFICATION



1

Attend 6 contact days of the OD Bootcamp certification class

2

Write your 3-hour open book exam immediately after Bootcamp class

3

Write a 4-day mini-project based on the interesting 'AYO' Case Study

4

Complete mandatory registration on your membership with iTMA

AYO

CASE ANALYSIS

A GLOBAL OD CASE LEARNING STANDARD

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certifications@itma-global.com

Interested in this certification? Please note that all CODP™ delegate registrations are done via iTMA's online Events Registration portal on the Link <https://itma-global.com/events-registration/> Eligibility to undertake the CODP™ certification programme is based on current practice in any HR or Change Management role, or delegates that may be pursuing a career in human resources or change management. It should however be noted that due to the technical and highly specialised nature of the CODP™, the Programme suits delegates who are currently practicing or consulting in any capacity within HR or change management, and who already have a solid applied understanding of Human Resources or change management basics. The CODP™ Program is certified by the Global Academy for Finance and Management (GAFM) in collaboration with iTMA.



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CERTIFICATIONS



TOOLKITS



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