

# Organisational Development OD Practitioner Programme

## Programme Outline & Briefing



Your OD Membership Community



The Beechfield Partnership 2020



THE BEECHFIELD PARTNERSHIP  
*Enabling life to work*

# What to expect....

The programme is designed to enable the following learning outcomes:

- Understanding how you can leverage your content expertise to enable collaborative partnerships with your client organisations
- Create implementable recommendations and enable sustainable change in delivering priorities that positively impact people and the organisation
- Drive agreements that are built on robust commitments amongst key stakeholders
- Build productive relationships that can withstand challenge and conflict
- Effectively design and plan your interventions using a clear consulting framework
- Support your practice with valuable models
- Establish more trusting relationships, more quickly

***Receive a recognised programme certificate from the OD Academy***



# Underpinning assumptions

- You will be working in an OD/consultancy role and have relevant experience
- You are committed to working to the requirements of the programme
- Learning styles differ as practitioners, delegates and amongst our “clients”
- Learning through doing is more sustainable
- You are not arriving as an empty vessel!
- Views of your coach/consultant and programme facilitator and a point of view for you to integrate and create your own approach, brand and offer
- Actions and Results are driven through assumptions
- Consulting/OD Practice is more than just application of technical skills – at its core are your values and beliefs
- You are “up for this!”



# Influences

- Peter Block Flawless Consulting
- Chris Argyris and Peter Senge – Organisational Learning
  - Personal mastery
  - Organisational learning and defensive routines
- Gestalt Psychology – Ed Nevis
- Transactional Analysis – Berne, et al
- Emotional Intelligence – Daniel Goleman
- Your Own Practice & Experiences



# Structure

- Induction Session & Programme Briefing
- Pre work
  - Reading
  - Case writing
  - Reflections, hopes, fears and what you will bring and look to take from the Programme
- Three modules x 6 sessions
  - Module 1 – Self as Consultant
  - Module 2 – Consulting into Action
  - Module 3 – Consulting in the System
- Programme Evaluation and Graduation



# Structure

- Practical Application of Learning - inter module – working on your live consulting assignments
- OD Academy – membership (MODA) and support, including resources library, CPD seminars and masterclasses, and supervision
- Assessment Requirement – reflective practice and client feedback
- Programme Evaluation & Graduation Session



# Programme Style

<p>Theory / Advice</p> <ul style="list-style-type: none"><li>▪ Facilitated 1:1 Sessions</li><li>▪ Real examples</li></ul>	<p>Case and Real Play</p> <ul style="list-style-type: none"><li>▪ Generic</li><li>▪ Real work – your experiences</li><li>▪ Action-learning</li></ul>
<p>Exercises</p> <ul style="list-style-type: none"><li>▪ Pairs and Teams</li><li>▪ Co-Coaching Groups</li></ul>	<p>Discussions and Debriefs</p> <ul style="list-style-type: none"><li>▪ Lessons learned</li><li>▪ Application challenges</li></ul>



# OD Academy - Support

- You've made a commitment to being part of the programme and philosophy and have a community of similar practice to belong to via your membership
- Joining the programme is a brilliant opportunity to celebrate your strengths and develop your practice
- To support you, the programme gives you 12 months of membership and benefits to the OD Academy (<https://www.odacademy.org.uk>) where you can use post-nominals and access a range of benefits including practice supervision, podcasts, weekly emails/updates, seminars, masterclass events, book review service and resource library



# Graduation Requirements

## Reflective Practice

- Delegates will be required to complete a “learning journal” as part of a commitment to your own CPD
- This is designed to assess and record your own competence at the start, throughout and at the end of the programme
- Your existing or own choice for this is your responsibility (e.g. diary or formal CPD)



# Graduation Requirements

## Programme Completion

- Successful completion of all elements of the programmes
- Reflective practice/learning log
- Presentation/sharing of your work, OD Consulting approach, brand and philosophy, delivery and impact of client work to show application of learning



# Dates & Deadlines to Agree

- Pre-work hand in date completion
- Module dates and attendance
- Evaluation and Graduation Dates



# Q & A

