



Your OD Membership Community

Organisational Development OD Practitioner Programme

Programme Outline & Briefing



Your OD Membership Community

1. Welcome – to the OD Practitioner Programme
2. Who are We? - asking about each other and sharing our personal/professional stories, hopes and aspirations and what inspires you?
- 3 Assessing our Practitioner Capabilities
 - Defining OD – Professor Chris Worley – Pepperdine University - US
 - Where am I starting from on this journey?
- Break
4. Presentation – about the programme, its aims, philosophy, outcomes, and requirements
5. Promoting Curiosity - Questions, Answers & Next Steps – (including programme dates)
7. Feedback & Evaluation – modelling the material, sharing the learning
8. Close and thanks



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Moving from discussion to action in OD

<https://youtu.be/XvgnPne3oYI> -

Professor Chris Worley Pepperdine University

What to expect....



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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***



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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!”



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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



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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



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- 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



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Theory / Advice ▪ Facilitated 1:1 Sessions ▪ Real examples	Case and Real Play ▪ Generic ▪ Real work – your experiences ▪ Action-learning
Exercises ▪ Pairs and Teams ▪ Co-Coaching Groups	Discussions and Debriefs ▪ Lessons learned ▪ Application challenges



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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



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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)



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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



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Dates & Deadlines to Agree

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



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Q & A

