

Organisational Development

OD Practitioner Diploma Programme

Programme Outline & Briefing



Your OD Membership Community



The Beechfield Partnership 2025



THE BEECHFIELD PARTNERSHIP
Creating life as usual

What to expect....

The programme is designed to enable the following learning outcomes:

- Exploring how to develop and nurture a client relationship and how to identify and scope client needs
- Building on the concept of the consultancy cycle considering a range of approaches to consultancy
- Developing your ability to interact and empathise effectively with others to achieve desired outcomes of mutual benefit
- Focusing on personal awareness, helping you to develop your personal impact, negotiation and influencing skills
- Building the skills required to work effectively with groups and in team situations
- Helping you to consider the behaviours of high impact teams, and tools and techniques to manage group processes



What to expect....

- Helping you to consider how to convey messages to your client successfully and with impact
- Explaining some of the core business structures, processes, management, disciplines and culture you are likely to encounter in your role as consultant/practitioner.
- Exploring the principles and challenges of business transformation and embedding change in an organisation
- Introducing the different skills and techniques at each stage of the consultancy cycle and the importance of risk and quality assurance in managing the project outcomes
- Developing a depth of understanding and learn to apply three or more tools and techniques that are relevant for your area of specialisation, market or role.

Receive a recognised programme certificate from the OD Academy



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Building life is good

Underpinning assumptions

- You will be working in an OD/consultancy role and have relevant experience and/or qualifications for the Diploma Level Programme (e.g. Certificate in OD Practice)
- You are committed to working to the requirements of the programme and ready to work at depth in your practice
- Learning styles differ as practitioners and amongst our “clients”
- Learning through doing is more sustainable – assignment work
- You are arriving as a practicing consultant
- Views of your programme facilitator and a point of view for you to integrate and create your own approach, to add to your existing brand and offer
- You have a strong foundation of OD Practice beyond the application of technical skills – at its core are your values, beliefs and use of self
- 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 Competencies for Consultants
- Transactional Analysis – Berne, et al
- Neuro Linguistic Programming – Bandler & Grinder
- Your Previous Study in OD Consulting & Own Practice & Experiences



Structure

- Induction Session & Programme Briefing
- Pre work – familiarization with the certificate level material
- Three modules x 6 sessions
 - Module 1 – Client Relationships and Systems Thinking
 - Module 2 – Facilitation, Communication and Interpersonal Skills for OD Practitioners
 - Module 3 – Organisational Culture for OD Consultants and Bringing about Change
- 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 live assignment & diagnostic report
- Programme Evaluation & Graduation Session



Programme Style

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



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/report of a live piece of OD Practitioner Consulting Assignment



Dates & Deadlines to Agree

- Pre-work – reflection on your previous study, models, learning and practice
- Module dates and attendance
- Evaluation and Graduation Dates



Q & A



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