

Organization Development (OD) Certificate

Successful organizations need professionals who are capable of effectively guiding change and achieving organizational goals. In this three-day program, you will learn about the practice of organization development (OD), define your role as an OD practitioner, and apply OD principles and techniques to improve performance in the workplace. Within a framework of tested theory and models, this program focuses on practical application that will improve outcomes for employers and employees.

Prepare to effectively apply OD principles, and support your organization's success as a valued business partner. MRA's OD Certificate distinguishes you among your peers, improving your career opportunities and competitive advantage.

Learning Objectives:

- Expand your current knowledge of OD principles and practices.
- Define the knowledge, skills, experiences, and abilities of an effective OD practitioner.
- Develop your skills to become an effective OD practitioner who is able to lead change and increase organizational functioning.
- Apply OD practices to solve specific problems and enhance performance at the individual, group, and organization-wide level.
- Connect OD initiatives to business results.



CEUs:
2.1 (21 hours)

HRCI Credits:
21 Business

SHRM:
21 PDCs

Learning Options:

- Classroom training
- At your location

Who Should Attend:

- OD, HR, and key business and operational leaders responsible for leading change and improving organizational performance

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

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MRA
Where HR Means Business.

Course Outline

- **Understand OD's definitions, principles and practices**
 - ◆ Connect these to business results
- **Review systems thinking, including OD process, interventions, and activities**
- **Outline the goals, roles, and steps of the consulting process**
- **Establish OD practitioner competencies**
 - ◆ Including emotional intelligence, consulting style, and objectivity
- **Follow steps for contracting**
- **Examine diagnostic models for analyzing information and making sound judgements**
- **Lead change and facilitate transition using proven models and strategies**
 - ◆ Practice techniques for dealing with resistance
- **Utilize case studies to practice the OD process**
- **Analyze evaluation methods in terms of your organization's needs**
 - ◆ Understand what and how to evaluate
 - ◆ Design methods that fit your purpose and organization

“ Our organization has been talking about how we do more OD—now I know what that means! I have tools to balance individuals with the organization, and I can be more deliberate in my planning relationships. ”



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