



# INSTITUTE OF ORGANIZATIONAL DEVELOPMENT'S CERTIFICATE PROGRAM (ODCP)

## Contact

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# ***INSTITUTE OF ORGANIZATIONAL DEVELOPMENT'S CERTIFICATE PROGRAM (ODCP)***

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## Introduction to Organization Development (ODCP)

Welcome, future OD professional! 🌟 This course teaches participants how to apply the concepts and skills of organization development (OD) to help clients solve critical business challenges using a whole-systems approach. The course covers topics such as the history and principles of OD, the Action Research Model for change management, the role and competencies of an OD professional, the process of contracting and building client relationships, the methods and tools for data collection and analysis, the techniques and strategies for feedback and action planning, the models and frameworks for implementing and sustaining change, and the evaluation and measurement of OD interventions. 🚀

### Why Choose Chools? 🏆 Numbers That Speak for Themselves:

- 10,000+ Successful Alumni: Join a network of impactful professionals.
- 95% Success Rate: Secure your future with our proven track record.
- 20+ Years of Excellence: Trust in a legacy of education and industry expertise.
- 200+ Industry Partnerships: Leverage our connections for real-world insights and opportunities.

### What Sets Us Apart?

- Expert Instructors: Learn from industry veterans with hands-on experience.
- Hybrid Learning Model: Balance online flexibility with in-person engagement.
- Comprehensive Curriculum: Stay ahead with courses designed to meet market demands.
- Community and Networking: Be part of an active community of learners and professionals.

# WHO CAN APPLY?

## ELIGIBILITY CRITERIA:

- A bachelor's degree or higher.
- At least two years of relevant work experience in OD, HR, or related fields.
- A desire to learn and apply OD theories and practices using the Action Research Model for Change Management.

## IDEAL CANDIDATES:

Professionals aiming to advance their careers in organization development and earn a globally recognized credential.

## PROGRAM OVERVIEW

The Organization Development Certificate Program (ODCP) provides extensive education in OD practices. Our curriculum ensures a comprehensive understanding through four progressive stages, combining theoretical knowledge with practical, hands-on experience.





## LEARNING MODE:

- **Hybrid Learning Model:** Combines online learning with in-person sessions for flexibility and interactive engagement.
- **Interactive Sessions:** Includes live webinars, workshops, and Q&A forums with expert instructors and peers.
- **Self-paced Learning:** Access course materials anytime, allowing you to learn at your own pace.

## CURRICULUM HIGHLIGHTS:

- **Fundamental Knowledge:** Core principles of organizational change.
- **Advanced Techniques:** In-depth understanding of advanced change management tools and practices.
- **Real-World Applications:** Practical projects and case studies to apply your learning.
- **Capstone Project:** A final project that integrates all your skills and knowledge, showcasing your proficiency in change management.

## PROFESSIONAL DEVELOPMENT:

- **Continuous Learning:** Stay updated with the latest trends and advancements in organizational transformation.
- **Networking Opportunities:** Connect with industry experts, peers, and alumni to advance your.
- **Ethical Considerations:** Learn about ethics and compliance to maintain the integrity of your practices.





# PROGRAM OBJECTIVES

- Master technical skills in organization development.
- Implement advanced OD techniques and tools.
- Explore OD frameworks and best practices.
- Address real-world challenges in organization development.
- Understand ethical considerations in data governance.
- Foster continuous learning.
- Encourage teamwork and collaboration.
- Prepare for advanced roles in organization development.



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## EXPECTED OUTCOMES

- Proficiency in change management tools and techniques.
- Practical experience through hands-on projects.
- Strong analytical and problem-solving skills.
- Application of ethical practices.
- Innovation in change management solutions.

## SKILLS LEARNED

- **History and Principles of OD:** Understanding foundational concepts.
- **Action Research Model for Change Management:** Applying a structured approach to change.
- **OD Professional Competencies:** Developing key skills for OD practice.
- **Client Relationship Building:** Contracting and maintaining client relationships.
- **Data Collection and Analysis:** Gathering and interpreting data effectively.
- **Feedback and Action Planning:** Providing actionable insights and planning.
- **Change Implementation and Sustainability:** Implementing and sustaining organizational changes.
- **OD Intervention Evaluation:** Measuring and evaluating the impact of interventions.







## Job Positions and Opportunities

- **Career Paths:** Organizational Transformation Consultant, Change Management Specialist, Project Manager, HR Manager, Leadership Development Consultant.
- **Industry Demand:** High demand across various sectors, competitive salaries, and strong growth potential.

## Key Industry Verticals

- **Skill Application Areas:** Technology, Finance, Healthcare, Government, Retail, Energy, Telecommunications, Manufacturing.



# PROGRAM OUTLINE



## Stage 1: Fundamentals of Organization Development

1. Introduction to Organization Development
  - Core principles, tools, and industry applications.
2. History and Principles of OD
  - Exploring the background and key principles of OD.
3. The Action Research Model for Change Management
  - Understanding and applying the Action Research Model.
4. Role and Competencies of an OD Professional
  - Developing essential skills for OD professionals.



# PROGRAM OUTLINE



## Stage 2: Advanced OD Techniques

1. Contracting and Building Client Relationships
  - Establishing and maintaining effective client relationships.
2. Data Collection and Analysis Methods
  - Using advanced techniques for gathering and analyzing data.
3. Feedback and Action Planning Strategies
  - Providing feedback and creating actionable plans.
4. Implementing and Sustaining Change
  - Applying models and frameworks for change.



# PROGRAM OUTLINE



## Stage 3: Practical Applications

1. Practical OD Projects
  - Developing and implementing OD projects.
2. OD Communication Skills
  - Enhancing communication skills for OD.
3. Evaluation and Measurement of OD Interventions
  - Measuring and evaluating the effectiveness of OD interventions.
4. Business Intelligence Applications
  - Using data for OD decision making.

# PROGRAM OUTLINE



## Stage 4: Capstone Project

1. Integration of Learned Skills
  - Apply tools and techniques to real-world OD problems.
2. Advanced OD Systems
  - Developing complex OD systems.
3. Organizational Effectiveness
  - Enhancing organizational effectiveness through OD.
4. AI for Organization Development
  - Implementing AI solutions in OD.





# PROGRAM OUTLINE



## Elective Modules

1. Data Ethics and Privacy
  - Ethical considerations, privacy laws, compliance strategies.
2. Predictive Analytics with OD Management
  - Building and validating predictive models.
3. AI for OD Management
  - Implementing AI solutions in OD.
4. Advanced Data Warehousing Techniques
  - Optimizing data warehousing solutions.
5. Data-Driven OD Decision Making
  - Using data to inform and drive OD strategies.
6. Cloud OD Solutions
  - Deploying OD management systems on cloud platforms.
7. OD Project Management
  - Leading OD projects, ensuring successful delivery.
8. Big Data Security
  - Securing data in big data environments.
9. IoT for Organization Development
  - Securing and managing IoT devices in OD



## ENROLLMENT NOW OPEN! 🌟

Take the first step towards becoming a certified OD Professional. Enroll in our program and enhance your career.

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**Unlock the Power of Organizational Transformation  
with Us! 🚀**