

IMI

Irish Management Institute

IMI Diploma in Organisational Development and Transformation

Drive change
and improve
your company's
performance



Executive Education
Ranking 2018



Programme Drivers

While Organisational Behaviour is the study of human behaviour in an organisational setting, Organisational Development incorporates deliberately planned, organisation-wide efforts/initiatives to increase an organisation's effectiveness and/or efficiency, and to enable the organisation to achieve its strategic goals.

Organisations are increasingly finding that they are faced with large scale challenges that require an organisational level response. The pace of change in technology, market place and industry evolution frequently requires that organisations must respond with a coherent overarching strategy that encompasses changes in organisational structures and cultures. However research into these large scale transformation efforts reveals that as many as 80% of them do not fully deliver on the expectations or needs of the organisation.

The Organisational Development and Transformation programme has been designed to equip managers with the tools and techniques to successfully design and prepare transformational change at a strategic level.

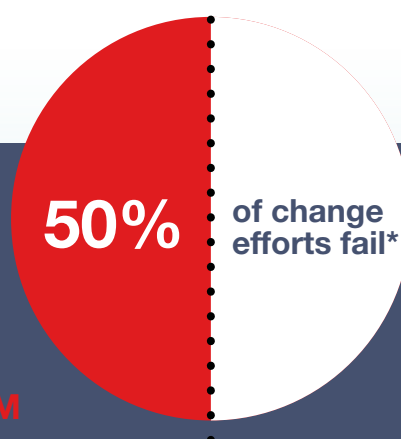
Along with the above, in the last couple of years, IMI has noticed that the key theme in our custom work has been centred on organisational transformation. IMI delivers over 100 plus organisational changes per year and demand for this business has more than doubled over the last 18 months.

This programme has been developed for organisational development practitioners to increase organisational effectiveness in managing and navigating uncertainty and the pace of change.

This programme is a perfect complement to our IMI Diploma in Organisational Behaviour which deals with change at the level of the individual / team. In this IMI Diploma we are looking at transformation at the level of the entire organisation.

There are three pitfalls/ reasons for failure of OD initiatives**:

- ❌ FAILURE TO LAUNCH
- ❌ FAILURE OF MOMENTUM
- ❌ FAILURE TO CASCADE



Only
25%
of managers feel that the objectives of change initiatives sustain over time*

*Source: Greiner, R. R. (2014, November 1). Breakthrough in Organization Development.

**Source: CIPD (2015, June 3). Organization Development.



IMI Master of Business Framework

A flexible and supported structure of delivery which allows you to tailor your participation around your work-life demands.

You can complete the taught element of each IMI Diploma on a modular basis, over a 6 month period. You have up to 5 years to complete all elements of the IMI Master of Business Framework.

15 IMI Diploma Programmes

To make it easier for you to navigate our portfolio and help you choose a programme that fulfils your needs, we have grouped our diplomas into the following categories.



Leadership and Change

IMI Diplomas in

- Leadership
- Executive Coaching
- Organisational Development & Transformation
- Organisational Behaviour
- Strategic Human Resource Management



Management Capabilities

IMI Diplomas in

- Business Finance
- Management
- Regulatory Management
- Management of Governance and Compliance
- Marketing and Digital Strategy

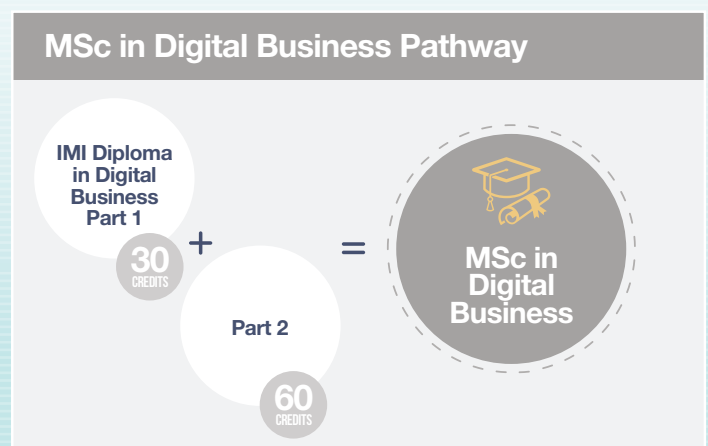
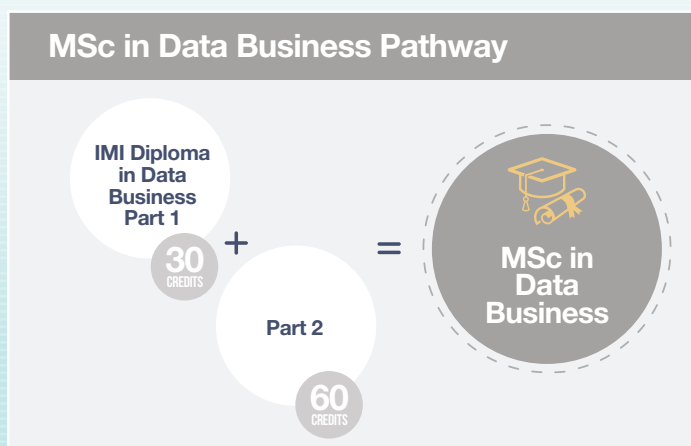
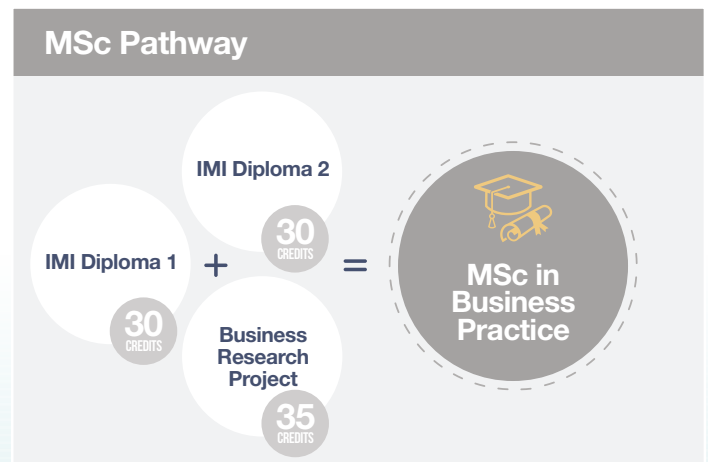
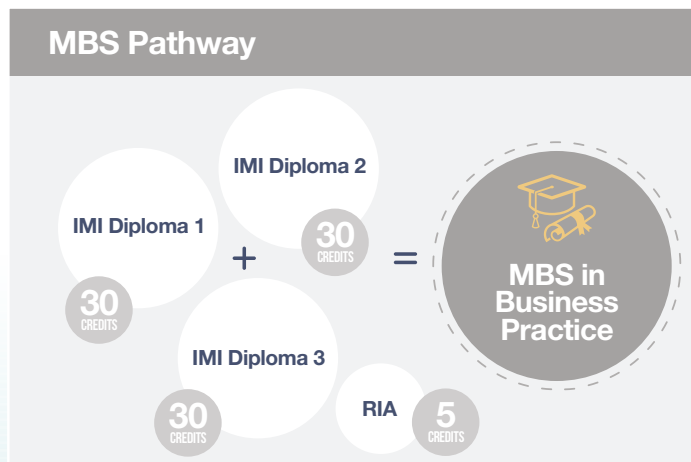


Strategic Thinking

IMI Diplomas in

- Strategy & Innovation
- Data Business
- Digital Business
- Technology Leadership
- International Business Development

IMI Masters Pathways



For more information on the Masters pathways, contact the team at: 1800 22 33 88 or email: programmeadvisors@imi.ie

IMI Membership 2019

1 INFORM



Masterclasses

Global thought leaders sharing their next-practice ideas.



Advant-Edge Series

A series of sessions focusing on developing yourself, your people and your business.



Thought Leadership Webinars

Learn from the comfort of your desktop with our series of leadership webinars.



Inform Extras

- National Management Conference
- Programme Discounts
- Knowledge Centre
- Top Team Days Away

2 TRANSFORM

All the Benefits of INFORM Membership plus TRANSFORM...



Talent Forum

A network for senior HR and talent practitioners sharing their next-practice ideas.



Network Mentors

Develop future leaders through this unique cross-company mentoring initiative.



The Connect Lounge

Insights from IMI's most popular programmes.



Up Close and Personal

Meet and engage with international thought leaders in a closed group environment.