



Professional Diploma in Organisational Development and Transformation



McKinsey study of 900 companies found that

67%

of executives said the biggest factor in a successful change initiative was a 'clear, organisation-wide ownership and commitment to change across all levels of organisation.

Drive change and improve your company's performance

The pace of change of technology and in the industry frequently requires organisations to respond with a coherent overarching strategy that encompasses changes in organisational structures and cultures.

The Professional Diploma in Organisational Development and Transformation has been designed to equip you with the tools and techniques to successfully design, prepare and execute transformational change at a strategic level.

The programme will give practitioners in organisational settings a comprehensive overview of the frameworks and theories of organisational development and transformation. It will further allow participants to understand and navigate organisational factors that influence the effectiveness of the engaging, diagnosing, and implementing organisational development interventions across a variety of settings.

This programme is for you if:

- › You are leading or planning to lead an organisation-wide change, or are required to manage ongoing change.
- › You want to make the culture in your organisation more agile, innovative or entrepreneurial.
- › You want to ensure that the change efforts your organisation delivers in the future are more effective and less painful than the ones it has delivered in the past.



A Graduate's View:

// The IMI staff are wonderful, as is the diversity of the lecturers, but the classroom conversation and the exposure to amazing people from other industries and sectors might just be the magic ingredient. //

Vincent Anderson, Technical & Operations Manager
Kilsaran



Programme Themes:

1 Plan and Prepare

- › Gain insight into concepts and best-practices in organisational development.
- › Employ knowledge to start developing an organisational development strategy for your business.
- › Evaluate planned models with regard to your own organisational context.

2 Team Interventions

- › Assess the quality of decision-making.
- › Explore group dynamics, decision-making and interventions.

3 The Organisational Development Consultant

- › Explore the context, dynamics and responsibilities of organisational development.
- › Analyse organisational circumstances and how they will impact on engagement within the organisation.
- › Design appropriate strategies for various organisational circumstances.

4 Cultural Analysis

- › Assemble an appropriate organisation-wide intervention.
- › Understand the various characteristics of successful change.

5 Individual Interventions

- › Appraise and assess a suitable set of individual assessments in a particular context.
- › Recommend appropriate individual assessments and interventions.

6 Change Interventions

- › large scale, advanced, and complex change Interventions.
- › Learn how to lead large scale, advanced and complex change interventions.
- › Develop and recommend a strategic organisational development intervention for a particular organisation.
- › Evaluate proposed strategies and utilise this insight and feedback to direct your thinking for the OD intervention.

7 Cutting Edge Toolkit for Delivering Change

- › Takeaway a toolkit of frameworks and initiatives which will enable you to develop organisational-wide initiatives and intervention plans, including coaching, mentoring, and communications.

Professional Diploma in Organisational Development and Transformation

This programme will equip you to:



Apply organisational development and transformation frameworks for more effective decision-making that will help you to deliver your business strategy.



Influence the factors that drive effective organisational development.



Plan, structure, communicate and lead organisational change initiatives — and measure their effectiveness.



Develop effective strategies to influence and deal with politics and conflict within your organisation.

IMI Master of Business Framework

The flexible developmental journey demanded by professionals today so that they can become the future-fit leaders of tomorrow.

You determine the pathway that best suits your development needs. Once you have completed your chosen journey, you will receive either an MBS or an MSc, depending on your chosen path.

You can complete the taught element of each Professional Diploma on a modular basis over a 6-month period, and you have up to five years to complete all elements of the Framework.



Edwin O'Hora
Programme Director

Edwin O' Hora works with a range of clients in different sectors in the areas of growing organisations, making them scalable and developing and sustaining high performance. Edwin has vast experience in increasing an organisation's capability to ensure they have the right people, the right processes and the right structures in place to achieve high performance.

Programme | Dublin:

Next Start Date 4 March 2020

Programme | Cork:

Next Start Date 18 March 2020

The programme is run over 6 x 3-day facilitated workshops.

For more information, including a full listing of facilitated workshop dates, please contact our programme advisors at programmeadvisors@imi.ie.

Price:

Corporate Member: €8,390

SME: €9,190

Non-Member: €9,990



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programmeadvisors@imi.ie

Freephone: 1800 22 33 88

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