



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.

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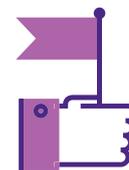
This programme will equip you to:



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.

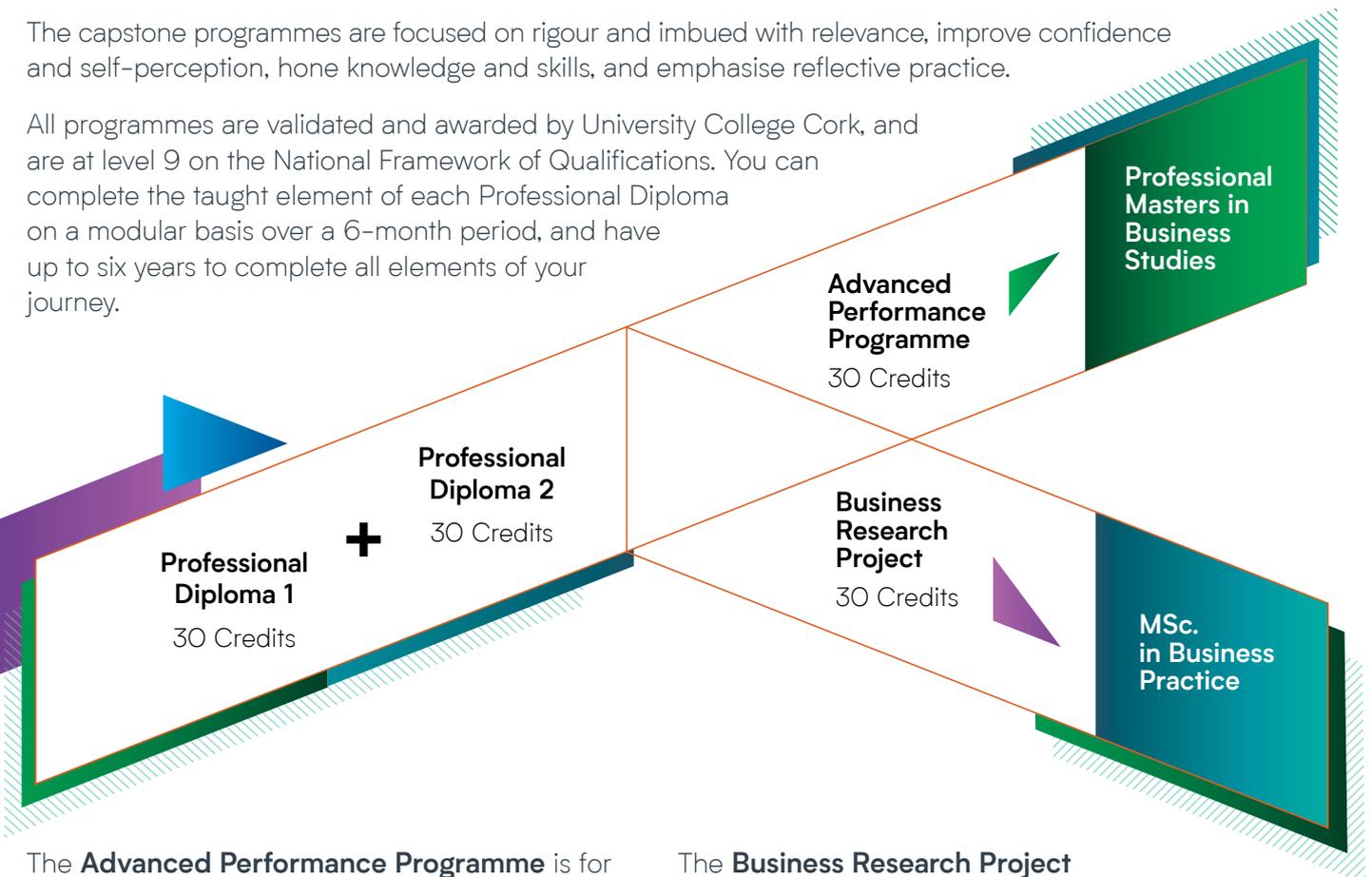
Master of Business Framework

The Master of Business gives you the flexibility to choose the subjects that are right for your needs, while building up to a Masters Degree qualification. Each element of your journey promises to be an energising learning experience leading to a world class qualification.

There are two pathways you can take to achieve your Masters qualification with IMI. Both pathways require you to complete two Professional Diplomas before choosing a final capstone programme to bring your learning together in an integrative experience, that will positively impact your professional career and your organisation.

The capstone programmes are focused on rigour and imbued with relevance, improve confidence and self-perception, hone knowledge and skills, and emphasise reflective practice.

All programmes are validated and awarded by University College Cork, and are at level 9 on the National Framework of Qualifications. You can complete the taught element of each Professional Diploma on a modular basis over a 6-month period, and have up to six years to complete all elements of your journey.



The **Advanced Performance Programme** is for professionals who want to bring their leadership capabilities to a new level. Through a blended focus on the environment, the organisation, and the individual, the APP serves to synthesise the learning outcomes of your IMI journey. Designed and delivered in partnership with Cork University Business School, this pathway will lead to a Professional Masters in Business Studies, Ireland's first Professional Masters of its kind.

The **Business Research Project** is for those professionals who want to address a complex business challenge and execute a strategy or develop a strategic response that could change the future of their organisation. This pathway will lead to a MSc. in Business Practice award.

Programme Delivery

IMI programmes are delivered through a blend of live face-to-face and virtual sessions via the IMI Virtual Learning Environment. Our High Impact Transformation learning approach lies at the core of all IMI programmes, meaning these sessions are always interactive, engaging and experiential.

Action and experiential learning — doing and reflecting — is a highly effective leadership and team development technique, which you will find enjoyable, challenging and in many cases transformational.

Dates:

Facilitated Workshops: Virtual & On-Site | Dublin

1) 22, 23 & 24 March 2021

2) 19, 20 & 21 April 2021

3) 17, 18 & 19 May 2021

4) 21, 22 & 23 June 2021

5) 13, 14 & 15 September 2021

6) 11, 12 & 13 October 2021

*Facilitated Workshops will be delivered virtually this Spring 2021 via the IMI Virtual Learning Environment (VLE) to your desktop. We will continue to monitor government guidelines and when restrictions allow, we will revert to the below blended format of delivery.

Facilitated Workshop 1



Day 1 of the Facilitated Workshop 1 will be delivered at the IMI campus in Sandyford, Dublin. Day 2 & 3 of the Facilitated Workshop 1 will be delivered via the IMI Virtual Learning Environment (VLE) to your desktop.

Facilitated Workshops 2-6



Day 1 & 2 of the Facilitated Workshops 2-6 will be delivered via the IMI Virtual Learning Environment (VLE) to your desktop. Day 3 of Facilitated Workshops 2-6 will be delivered at the IMI campus in Sandyford, Dublin.



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.



Online Delivery

Combination of:

- Live Zoom faculty-led sessions
- Supporting online content & activities accessed via the Moodle learning platform
- Live or online (Moodle forum) group work & discussion



In-IMI Delivery

Combination of:

- Live faculty-led sessions
- Experiential activities
- Fusion of learning
- Live group work & discussion
- Learning material (slides) available on Moodle

Price:

Corporate Member: €8,390

SME: €9,190

Non-Member: €9,990

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

Participant information

Entry Requirements

A candidate's eligibility for each programme will be determined by a combination of their academic qualifications and/or relevant professional experience. Each applicant will be required to complete the IMI "Portfolio of Learning" application form. A primary degree from a recognised third-level institution (NFQ level 8), with a minimum classification of Second Class Honours, will typically be required with five years relevant work experience, at least 3 of which must be at managerial level, however, prior workplace learning will be recognised where applicants do not meet the academic requirement.

This experience may come from a general business or organisational background, or experience working at a management level or in the area specifically related to the Diploma.

Each candidate will meet with the Programme Directors, who will interview applicants in person virtually or physically. The IMI Office of the Registrar will oversee all applications, and the final decision on any application shall remain with the Registrar.

All applicants whose first language is not English will be required to show evidence of the successful completion of an IELTS or TOEFL test. The English language requirement for this programme is an IELTS score of 6.5 with a minimum of 6.0 in each individual section or equivalent.

*Programmes scheduled subject to cohort size.



Validation

Each Professional Diploma is awarded by University College Cork and is at level 9 on the National Framework of Qualifications.

Assignments and Workload

To earn a Masters Degree or Professional Diploma, participants will be assessed through a variety of practical assignments. Programmes will have no examinations; instead, the emphasis throughout is on the practical application of knowledge to benefit you and your organisation. Assessment workload extends across the programme to allow you to combine your learning with your work and life demands.



Executive Education
Ranking 2020