

ORGANIZATION DEVELOPMENT *CURRICULUM FOR MANAGEMENT CONSULTANTS*

Version December 16th, 2010

In the organization development's business environment, there is an increasing demand for professionals who are able to work with the 'hard and soft aspects' of organizations. Professionals who know about business strategy, processes and systems on one hand and about human, leadership and cultural aspects of organizations on the other. Tremendous added value can be found in the combination of and translation between the two. This combination of hard and soft knowledge and skills can be found in the field of organizational development. A field in which all aspects of organizations are taken into account and from which organizational issues can be tackled. Now, Schouten Training offers you the opportunity to participate in a professional training programme so that you can pursue a career as an Organization Development Professional.

Course Content

This course consists of four dimensions, which all have their own main theme.

Dimension 1: What is Organization Development and what is the organization development process?

- Personal Development Plan and introduction to Organization Development and Change
- The Process Of Organization Development – part 1
- The Process Of Organization Development – part 2

Dimension 2: What processes will I deal with in my role as an organization development practitioner?

- How To Deal With Group Dynamic Processes And Teams?
- Leadership, Authority And Role In organization development Projects
- Group relations conference and experiential learning
- Changing Behavior in an Organizational Context

The second dimension is a 5-day programme, lead by the Tavistock Institute.

Dimension 3: What tools do I have as an organization development practitioner?

- Interventions For The organization development Practitioner – Part 1
- Interventions For The organization development Practitioner – Part 2
- Specific Interventions For The organization development Practitioner – Part 3

Dimension 4: Application: how do I apply everything learned?

- Leading and Managing Change

The curriculum consists of a total of 14 days and 6 half days of intervention and e-learning. Participants should also expect an average of 5 hours of home study per week during 6 this month training.

Outcomes

- You gain an insight in all aspects of organization development as a profession.
- You will be able to make contracts about results and carry out a results-oriented discussion.
- You will be able to adapt your own consulting style to fit in with the needs of individual employees, groups and entire organizations.
- You will learn about all interaction processes within organizations and how to consult client organizations on these processes.
- You'll develop your own vision of organization development and are able to behave accordingly.
- You will be able to conduct and lead organization development programmes and projects.

Competences

In this training you will work on the following competences:

- People-oriented leadership
- Sensitivity to the company and human group processes
- Tactical behaviour
- Taking initiative
- Task- and result-oriented leadership

Who can benefit?

The International Curriculum in Organization Development is suitable for anyone who is interested in a career in organization development consulting and/or wanting to become an OD professional. Whether you would like to enhance your consulting and organization development skills or are involved in developing and executing organization development programmes and projects, for example as a consultant, a manager or a trainer, Schouten's Organization Development Programme can help you.

Prerequisites

- You have a Bachelor's or Master's degree and over 5 years working experience in the field of Consultancy, Psychology or Human Resources Management, or
- You have experience in organization development or consultancy;
- You are willing to dedicate time and energy outside of the classroom to apply what you are learning;
- You have an organization development working knowledge of English both in oral communication and listening comprehension skills;
- You are interested in a career in organization development consulting.

Duration

The total run time of the training takes 6 months. The training consists of a personal intake, 3 blocks of 3 days, 1 block of 5 days and intervision meetings.

Block 1, 3 and 4

Day 1 from 10.00 AM till 20.00 PM (Including lunch and dinner)

Day 2 from 09.00 AM till 20.00 PM (Including lunch and dinner)

Day 3 from 09.00 AM till 17.00 PM (Including lunch and dinner)

Block 2

Day 1 from 10.00 AM till 21.00 PM (Including lunch and dinner)

Day 2 from 09.00 AM till 21.00 PM (Including lunch and dinner)

Day 3 from 09.00 AM till 21.00 PM (Including lunch and dinner)

Day 4 from 09.00 AM till 21.00 PM (Including lunch and dinner)

Day 5 from 09.00 AM till 15.00 PM (Including lunch)

Training schedule

<i>Block 1:</i>	<i>Date</i>	<i>Location</i>
Day 1	22 March 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	23 March 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	24 March 2011	NH Conference Center, Noordwijkerhout, The Netherlands

<i>Blok 2:</i>		
Day 1	16 May 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	17 May 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	18 May 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 4	19 May 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 5	20 May 2011	NH Conference Center, Noordwijkerhout, The Netherlands

<i>Blok 3:</i>		
Day 1	13 September 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	14 September 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	15 September 2011	NH Conference Center, Noordwijkerhout, The Netherlands

<i>Blok 4:</i>		
Day 1	15 November 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	16 November 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	17 November 2011	NH Conference Center, Noordwijkerhout, The Netherlands

Number of participants

A maximum of 20 participants can participate in this course.

Expenses

The investment in this course is € 11.945. Supplementary costs and costs for literature are not included.

Supplementary costs

With supplementary costs are meant costs for the training room, collective consumptions, lunch, dinner and overnight stays.

Literature

In the workshop course materials are being used. The price of this material is excl. VAT.

You will receive:

- Organization Development & Change - Cummings & Worley, 2008 (€ 61,78)
- Organization Development And Transformation: Managing Effective Change - French, Bell & Zawacki, 2004 (€ 63,16)
- Organization Development - French & Bell, 1999 (€ 80,90)
- Flawless Consulting, A Guide to Getting Your Expertise Used - Block, 1999 (€ 34,19)
- Organizational Behavior: An Experiential Approach - Osland, Kolb, Rubin & Turner, 2006 (€ 66,--)

Accommodation

We will charge € 69,00 for 'arrangement costs' for each day of training, exempt from VAT. This price includes the costs for accommodation, collective consumptions and lunch. If you wish, you can make dinner reservations for each training day that has an evening program. Dinner will cost you € 38,00, VAT (6%) excluded. On top of this, you can book a hotel for the night between two consecutive training days. The price of this room is € 114,00 per night, VAT excluded (6%). Please indicate on the application form whether you would like to make reservations for dinner and/or a hotel room.

Invoice

On completion of the intake interview, we will send you an invoice. This will include the total amount for the training, materials, arrangement costs and VAT (if relevant). The payment of this invoice is due before the beginning of the first unit of the training.

Application

You can apply for this training by filling an application form and sending it back to us. Not sure which training suits you best? Our advisors are happy to help you. For free advice, please call +31 418 688 666. It is also possible to take an option on a training. This will ensure you of a reservation for a specific training, time and place.

Terms of delivery

The updated terms of delivery can be found at www.sn.nl/termsofdelivery.

Intake

The training starts with a one-on-one conversation with your trainer. This conversation will either take place in Zaltbommel or on a different location. The goal of the intake conversation is to discuss and lay down your goals and motivation. Sometimes, you will realize that other trainings, or even individual paths, are more suitable for your learning needs. Upon this conclusion, we will give you an advice, in which we will also involve your organization (our client). At the end of the intake, you will receive your training materials, or we will send them to you. In most cases, you will also receive a preparatory exercise for the first training session.

Online learning environment

Before, during and after the training, you will have access to the online learning environment of the training. You will find practical information on the program and your training exercises here. Besides, it allows you to save your goals, action plans, exercises and results of tests. This way, you will have everything near at hand. On top of that, the online environment is an easy way to get into contact with the other participants and your trainer(-s).

With your own personal account, you gain access to your learning environment through the internet. On completion of the training, your account will stay active. This will allow you to still enter your own 'space' within the learning environment, the place where you had previously stored your goals, action plans and exercises.

Coaching

Aiming for maximum results from this training? Making powerful choices? Eager to put your new knowledge, insights and competences into practice at work? Coaching works perfectly in combination with the initial training. Your coach will help you put everything you learned into practice. He or she will understand your ambition, talents and values, providing you with optimum support for personal growth. During or on completion of a training, we offer you a special combination package, containing two coaching sessions of 75 minutes each for only € 495,00. This offer is valid until three months after completing the training. Do you want to know more about coaching? Call us at +31 418 688 666 or send an e-mail to coaching@sn.nl.

In-company

Would you rather train together with your colleagues? Then let us provide you with an in-company training! We can also offer you tailor made programs especially designed for your organization. If you want to know more about this specific solution, please call us at +31 418 688 666 or send us an e-mail at International@sn.nl, asking for an advisory conversation.

How to get in touch

For additional information, please contact ms. Silke Nicolaas via silke.nicolaas@sn.nl or by telephone: +31 (0) 418 68 85 09.