

ORGANIZATION DEVELOPMENT CURRICULUM FOR MANAGEMENT CONSULTANTS

Version July 9th, 2010

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.

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
 Day 2 from 09.00 AM till 20.00 PM
 Day 3 from 09.00 AM till 17.00 PM

Block 2

Day 1 from 10.00 AM till 21.00 PM
 Day 2 from 09.00 AM till 21.00 PM
 Day 3 from 09.00 AM till 21.00 PM
 Day 4 from 09.00 AM till 21.00 PM
 Day 5 from 09.00 AM till 15.00 PM

Training schedule

<i>Block 1:</i>	<i>Date</i>	<i>Location</i>
Day 1	5 October 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	6 October 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	7 October 2010	NH Conference Center, Noordwijkerhout, The Netherlands
<i>Blok 2:</i>		
Day 1	22 November 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	23 November 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	24 November 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 4	25 November 2010	NH Conference Center, Noordwijkerhout, The Netherlands
Day 5	26 November 2010	NH Conference Center, Noordwijkerhout, The Netherlands
<i>Blok 3:</i>		
Day 1	18 January 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 2	19 January 2011	NH Conference Center, Noordwijkerhout, The Netherlands
Day 3	20 January 2011	NH Conference Center, Noordwijkerhout, The Netherlands
<i>Blok 4:</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

Expenses

The expenses of this course are € 11.945 per person. 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,--)

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.