

A background image showing several people in a meeting or classroom setting, looking at a laptop screen. One person is pointing at the screen with a pen.

Organization Development Practice Certification

Certification Description

Improve your credibility. Become a Certified Expert in Organization Development Practice.

OD helps organizations deliver sustainable performance improvement through people.

This certificate program explores the role of the OD practitioner, OD consulting skills and the fundamentals of OD practical tools. Participants will gain key knowledge of the history of organizational development (OD), and the behavioral science and theoretical roots of the discipline, which are fundamental to understanding why and how OD works to deliver people-led change.

The modules cover the tools used to diagnose an organization's effectiveness, the design of OD interventions and how to evaluate the effectiveness of an OD program.

See next page for certification syllabus information...

Illumeo

The leading online provider of *Expertise Management* solutions, Illumeo helps corporate professionals and organizations work together to build the skills and capabilities to help everyone be an expert at their job.

Vital Statistics

- Founded in **2009**
- **2.5 million** site users in 2015
- **250,000 hours** of instruction delivered
- **800+** On Demand Courses:
- **5,000+** Video Lessons

Certification Details

- ✓ Contains: **10 Courses**
- ✓ Duration: **11 hours**
- ✓ Credits: **11 PDC credits** for SHRM-CP, SHRM-SCP – **11 CEU credits** for PHR, SPHR, and related certifications
- ✓ Cost: **\$449 (for subscribers)**
- ✓ To learn more visit www.illumeo.com/apcertificate



Instructor: Carrie Foster,
Owner of CS Process Flows

Carrie is a recognized expert in her field. She is a published author with a successful commercial career covering FMCG, Industrial, Manufacturing and Professional Services, and has a track record of providing top notch OD and coaching programs across the US, UK, & Europe.

Organization Development Practice Certification Course Synopses

History and Evolution of Organization Development (OD) and Change

This course develops a solid overview of the theories and history that support Organization Development (OD) and Change.

Organization Development (OD) in Practice

This course discusses how Organization Development helps the people within an organization develop vision, understanding, clarity and agility.

Organization Development (OD): The Diagnostic Phase

This course examines the tasks and skills required for the diagnostic phase of the OD cycle.

Designing Organization Development (OD) Interventions

This course discusses how Organization Development interventions support organizational change by utilizing people resource.

Appreciative Inquiry in Practice

This course explores the practice of Appreciative Inquiry (AI) as a collaborative and constructive inquiry process.

Organization Development (OD): The Evaluation Phase

This course discusses how evaluation of OD is a continuous and constant process of assessment, which takes place throughout the OD cycle.

Organizational Frameworks

In this course we discuss how in effective organizations, the vision, values and purpose derive from the convictions of people in the organization

Organization Design Theory and Practice

This course explores how to flexibly use design features of an organization to achieve the desired outcomes.

Leading Change and the Use of Self

This course discusses the OD practitioner's role as Self as Instrument in the change journey.

Ethical and Professional Practice

This course discusses the importance of professional ethical practice for those engaging in expert and specialist roles within an organization.

Once you complete these courses and pass the exams, update your resume. You are ready for a role in Organizational Development!