

PROGRAM SYLLABUS

# Organizational Development

## Online Certification Program

Last update: April 21, 2023

**AIHR** | ACADEMY TO  
INNOVATE HR



# An overview

## of what you can expect from this program

### Build a better, more resilient organization

In an increasingly competitive and dynamic business environment, organizational development (OD) and design are becoming essential game-changers.

Whether it's a sudden global crisis or the rapid advancement of technology, it's more important than ever that your organization is able to keep up with the changing status quo and adapt accordingly. To win in today's marketplace, businesses need to continuously improve their strategy, culture, internal processes, and optimize cross-departmental communication.

This Organizational Development Certificate Program is designed to equip you with the skills and expertise to help your organization thrive now and in the future.

	<b>Type</b>	Online self-paced learning
	<b>Language</b>	English (including subtitles)
	<b>Duration</b>	30 hours
	<b>Access</b>	12 months
	<b>Structure</b>	5 courses + capstone project / 18 modules
	<b>Testing</b>	Quizzes, assignments, capstone project
		Digital certificate upon completion (including LI token)
		Eligible for HRCI, HRPA & SHRM credits
		Reading materials & bonus content
		60-day money back guarantee

# Learn in-demand skills

and take your career to the next level

## Learning objectives



### **Organizational Development for HR**

Enhance your HR toolkit with Organizational Development expertise and get the skills you need to future-proof your organization.



### **Organizational Culture & Change**

Discover what it takes to create and sustain an organizational culture, as well as how to successfully implement culture change.



### **Consulting & Communication Skills**

Learn to connect and communicate effectively with key stakeholders and use consulting techniques when implementing OD interventions.



### **Organizational Design**

Gain the knowledge you need to build your own Organizational Design program, from OD models to data gathering.

## The perfect fit for

This course is for forward-thinking HR professionals who want to help their organization improve and adapt to external pressures. This certificate program will give you a holistic view of Organizational Development and will help you develop the skills and savvy needed to understand and implement key OD interventions aimed at organizational change.

# Curriculum structure

Practical. Comprehensive. Game changing.

• 5 MODULES

**Organizational Development**

• 2 MODULES

**Consulting & Communication Skills**

• 4 MODULES

**Organizational Design**

• 3 MODULES

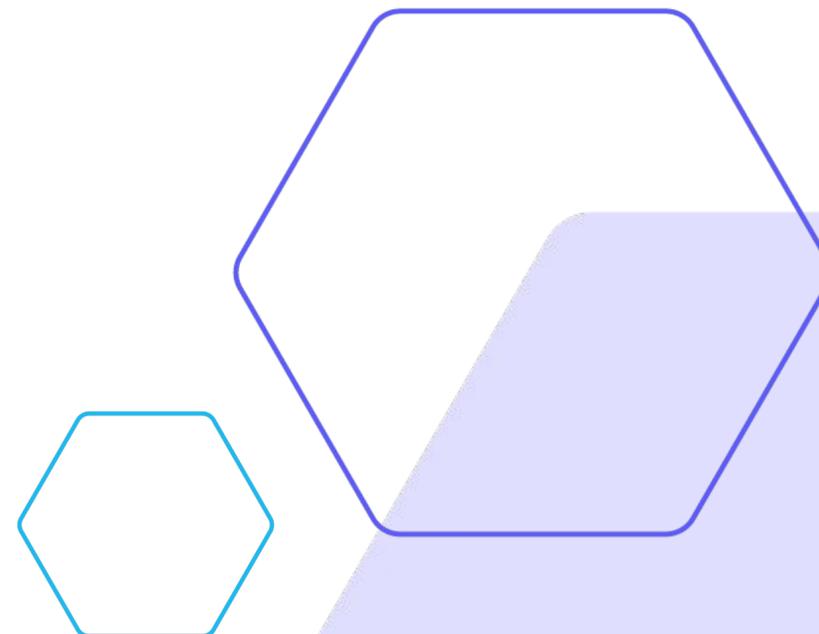
**HR Operating Models**

• 3 MODULES

**Organizational Culture**

• 1 MODULE

**Capstone Project**



# A detailed look

## at the curriculum and modules

5 MODULES

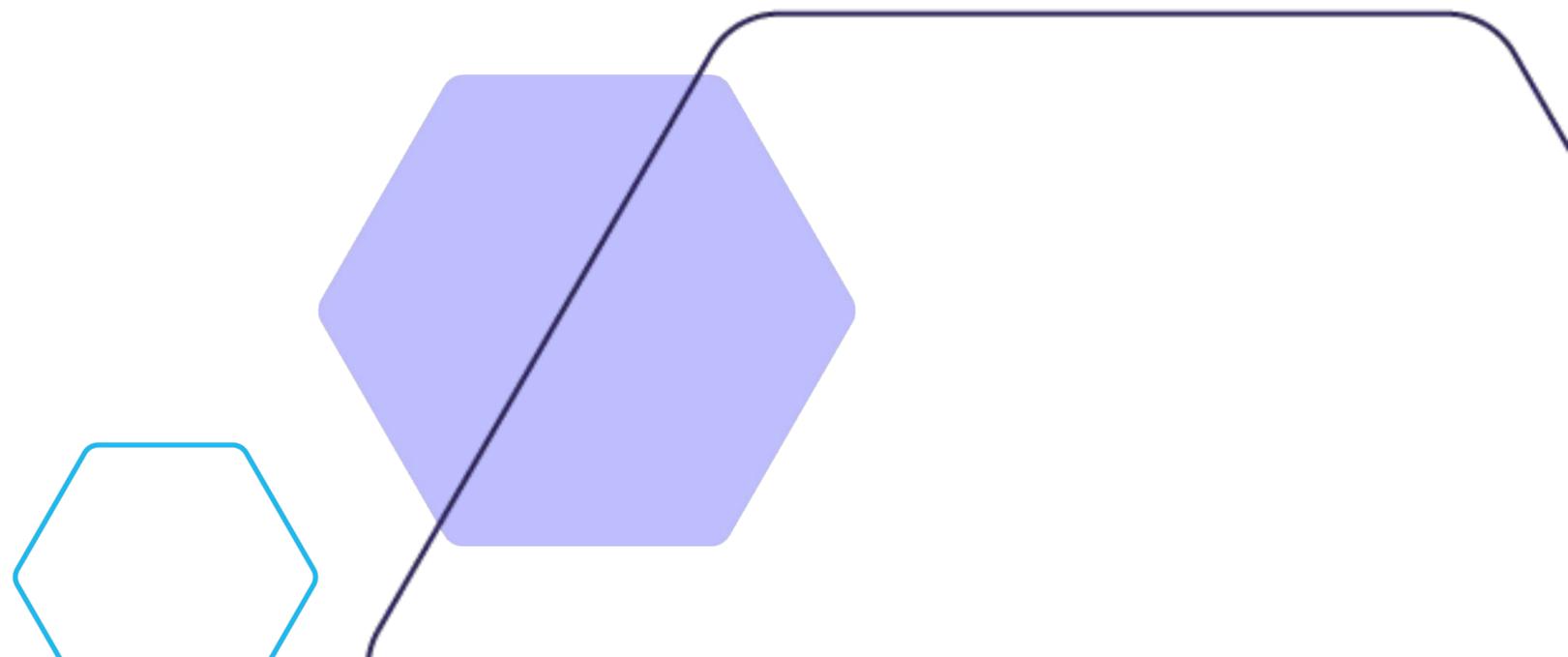
### Organizational Development

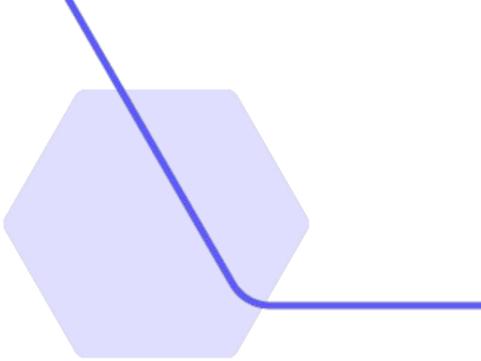
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In the first course, you will take a deep dive into Organizational Development from an HR perspective. After taking a closer look at the definition, values, and characteristics of OD, you will explore the Organizational Development cycle, both in theory and practice.

From diagnostics to designing interventions and evaluating the impact, you will immerse yourself in the Organizational Development cycle. You will do this by studying key concepts and theories, but also the practical side through exercises and assignments.

- **What is OD? Theories and Principles**
- **Contrasting OD Cycles**
- **Entry, Contracting and Co-Assessing**
- **Co-Intervening and Co-Evaluating**
- **Endings and Exit**





2 MODULES

## Consulting & Communication Skills

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In this course, you will discover what communication patterns to monitor in order to detect and consult on the core issues of the organization. You will also develop the ability to connect and communicate effectively with key stakeholders and learn consulting techniques that you can use when implementing OD interventions.

- **Communication Skills**
- **Consulting Skills**

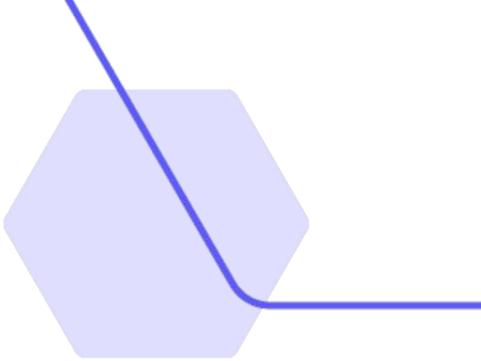
4 MODULES

## Organizational Design

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It's time to focus on one of the most common OD interventions: Organization Design. You will learn how to set up a successful Organizational Design program, from recognizing triggers, through selecting the right model, to applying the Org Design process and overcoming common obstacles. After this course, you will have the knowledge and confidence necessary to add Organizational Design to your HR toolkit.

- **Introduction to Organization Design**
- **Organization Analysis**
- **Approaching an Organization Design Project**
- **Applying Org Design in Practice**



3 MODULES

## HR Operating Models

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Learn how to use different HR Operating Models to design the HR function so that you can achieve departmental and organizational goals with maximum efficiency. This course will take you step by step through the process of designing an HR Operating Model, and help you understand what will work best for your organization.

- **Designing an HR Operating Model**
- **Key Factors to Consider**
- **Models in Action & Alternatives**

3 MODULES

## Organization Culture

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Finally, you will shift your focus to organizational culture. By the end of this course, you will have an in-depth understanding of organization culture and how it impacts the business. You will know how to design cultural foundations, perform a current state analysis, and implement a culture change while managing the change process.

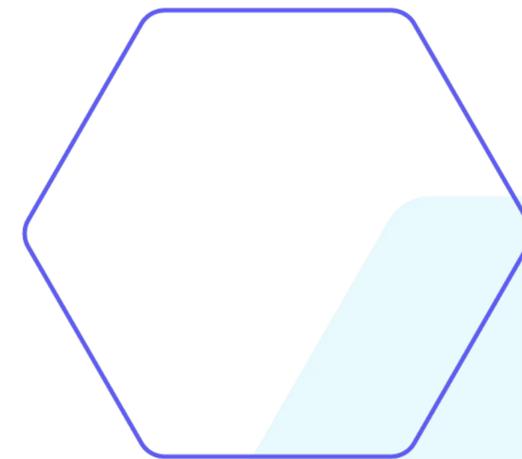
- **Organization Culture**
- **Designing the Desired Culture**
- **Changing Culture**

1 MODULE

## Capstone Project

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The capstone project will help you put your newly acquired knowledge and skills into practice. Within the framework of a case study you will be asked to go through an entire OD cycle and implement an Org Design model. To round up your skills, you'll create an outline of your organizational culture. By the end of the project you'll be able to confidently use your new skills and knowledge.



# Proven online learning for Human Resources Professionals



## Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



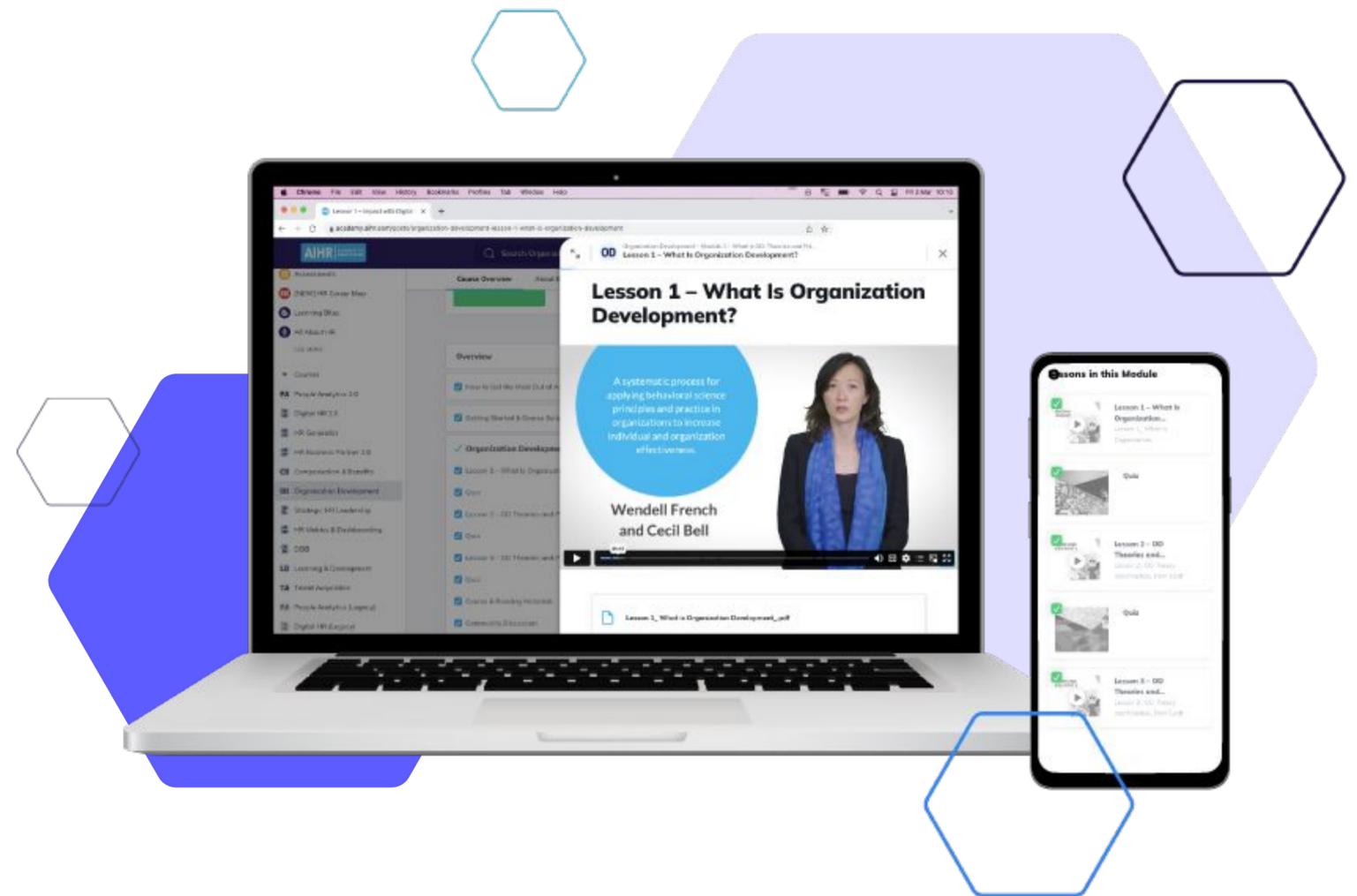
## Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



## Practitioner community & coach

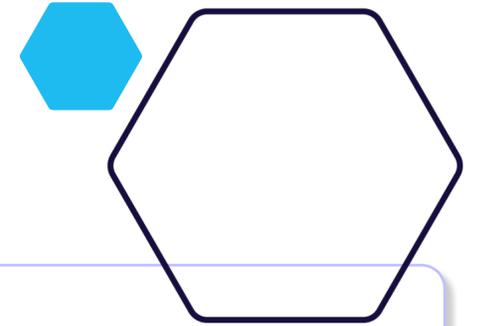
Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

# Get a sneak peek

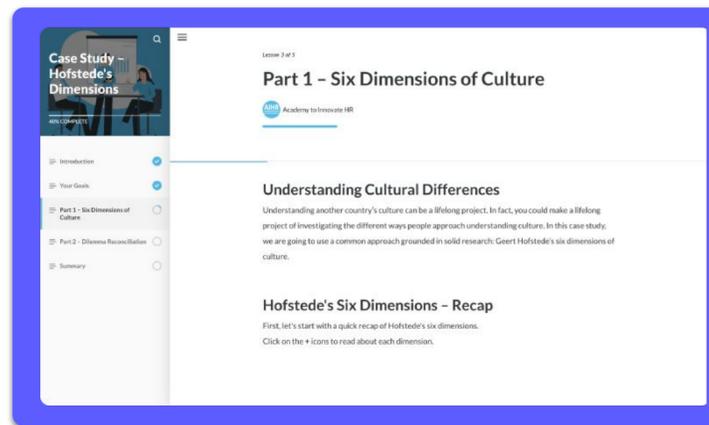
of lessons and course materials



## Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

[Watch preview lessons](#)



## Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

[Do the case study](#)



## Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

[Tour the library](#)

# Grow your skill set

## Enroll today

- Go to [www.AIHR.com](http://www.AIHR.com)
- Select your program and click the Enroll button
- Fill out your (company) billing address and payment details
- Create your student account
- Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

