

## THE NTL GLOBAL ORGANISATION DEVELOPMENT CERTIFICATE PROGRAMME

### Programme Overview

The NTL Global Organisation Development (OD) Certificate Programme is a carefully integrated sequence of **six** experiential learning modules, designed to provide participants with a thorough knowledge of the underlying principles and theories of OD and help build their capabilities as OD practitioners through increased mastery of 'use of self.' The programme is suited for individuals --- e.g., consultants, Human Resources professionals, leaders, managers --- who have worked in human systems for a number of years and want to extend their knowledge, skills and confidence through a challenging, integrative learning experience. Designed for a diverse, intact cohort of colleagues, the programme draws on participants' commitment to support learning at multiple levels of system: whole, group, and individual.

- **Human Interaction Lab** (23 – 27 April 2018)

the Human Interaction Laboratory (the NTL T-group), which is an intensive small-group experience that leads to increased self-awareness and understanding of interpersonal and group dynamics through giving and receiving feedback – critical competencies for OD practitioners

- **OD Theory and Practice** (10 - 13 July 2018)

This module focuses on current theory and practice in OD and particularly on three core areas – (1) the theoretical roots of OD, (2) action research through the simple but complex application of the OD Consultancy Cycle, and (3) use of self as the instrument and personal presence. These are essentials of the field of OD.

- **Group Dynamics, Theories and Process Consultation** (11 - 14 September 2018)

This module helps participants develop skills in intervening in on-going group processes. It covers various theoretical and conceptual group models and group process consultation. Additional areas of focus include understanding the life cycle of groups and group dynamics. Emphasis continues on use-of-self and personal presence.

- **Diagnosing Organisations with Impact** (13 - 16 November 2018)

A critical task for OD consultants is determining what information --- amongst the complexity of data that exists and evolves in every organisation --- to attend to and use in meaning-making with clients. Participants will learn about organisations as open systems, develop skills in data gathering in multiple contexts, and create their personal meaning-making and diagnostic models.

- **Intervention Strategies** (22 - 25 January 2019)

This module increases participants' capability in planning and applying a variety of intervention approaches at the individual, group, inter-group, and organisational levels.

- **Facilitating and Managing Complex System Change** (12 - 15 March 2019)

This module addresses the dynamics of complex adaptive change, managing the polarity between planned versus emergent change, and balancing internal alignment with an unpredictable external environment. Understanding and assessing the external environment and stakeholder groups is an additional focus.

The tuition fee is £11,250 plus VAT. Participants are responsible for organising their own accommodation and evening meals. Tuition can be payable in full or in three instalments. The individual module fee is £2,300 plus VAT.

For further information or to apply please go to <https://ntl-od.uk/>

For any further assistance please contact Cindy at

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