

# ORGANIZATION DEVELOPMENT & CHANGE VIRTUAL MASTER CLASS

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*MAKING CHANGE HAPPEN*

19-22 OCTOBER 2020

CULTIVATING CHANGE & DEVELOPMENT IN ORGANIZATIONS FOR HIGH PERFORMANCE

BECOME A CERTIFIED CHANGE PROFESSIONAL (CCMP)

Simulation Powered by



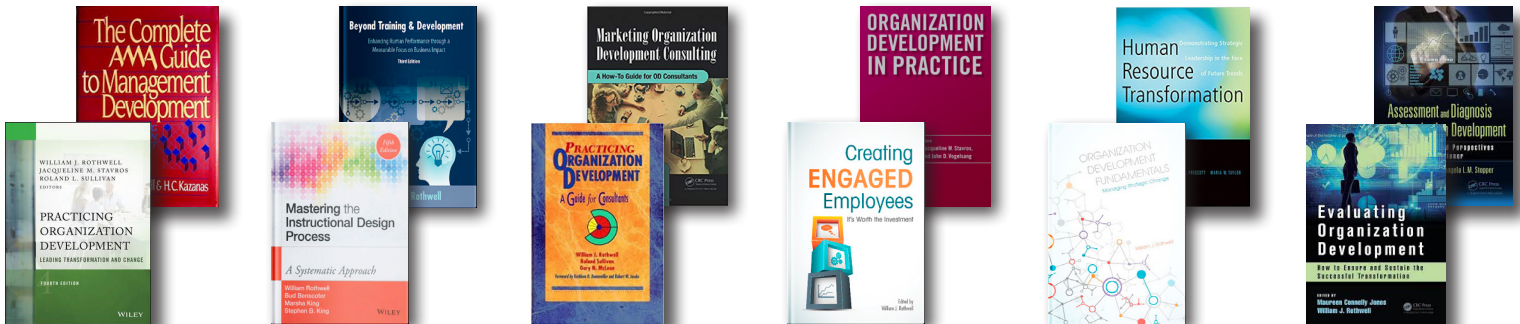
Recognized by...



PRESENTED BY

**DR. WILLIAM J. ROTHWELL**

World's preeminent guru, thought leader, and renowned author on Human Resources  
Best selling and award winning writer of HR books with over 90 internationally published titles



## WHO

### WHO SHOULD ATTEND?

- Executives, practitioners, managers, directors and senior level personnel of Org Development and Change Management.
- Professionals involved in OD and change management
- Change agents and leaders developing organization change
- HR and management consulting professionals with an interest in ensuring organizational development

## WHAT

### ABOUT THE TRAINING

During times of uncertainty, it can be more difficult to drive sustainable change. With 70% of change efforts failing, it's evident that there are many challenges including resistance and lack of managerial support. Overcome these barriers and ensure your organization has access to the necessary tools and guidance needed to drive development through this unique virtual course. This program explores bottom-up and top-down change whilst giving you opportunity to gain direct insights from an industry Guru Dr. Rothwell, who will guide you in action planning and transforming your organization.

## WHY

### KEY BENEFITS

- Overcome learning limitations by having a premium masterclass brought directly to your screen
- Gain best practice models, methodologies and to frameworks on OD
- Learn the key ingredients within an OD department and its key functions
- Understand how to best approach OD and Change Management for your organization
- Gain a practical toolkit to enhance your learning including valuable reading materials, videos and real-life case studies
- Learn how to formulate effective action plan for change
- Be mentored by an OD Guru with over 30 years of experience in the field

To register yourself or a member of your organization or for further inquiries, please contact us via telephone or email

Discounts available for groups

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www.calibermiddleeast.com

**CALIBER**  
ACADEMY

## ABOUT DR. WILLIAM J. ROTHWELL

William J. Rothwell, (PhD, SPHR, RODC, CPLP Fellow) is a professor of Human Resource Development at the University Park campus of the Pennsylvania State University. The department which he heads is the top ranked Human Resource Development graduate program in the US. To supplement his academic experience, Dr. Rothwell has worked extensively as a Consultant in executing HR transformations and has engaged with over 40 multinational corporations. Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored and coauthored over 90 books and many best sellers. With many referring to him as the encyclopedia of HR and OD, he is vastly equipped to guide your organization through its development journey.



## Course Overview

### Standard Package

- 50+ Downloadable Articles
- 20+ Hours of On-Demand Videos
- 8+ Hours of Dr. Rothwell's Lectures
- Real-life Case Studies and Simulations

799 USD

### Premium Package

- 50+ Downloadable Articles
- 20+ Hours of On-Demand Videos
- 8+ Hours of Dr. Rothwell's Lectures
- Real-life Case Studies and Simulations
- Access to E-Book
- Digital Certification

999 USD

### Exclusive Coaching Session

- Access to all Premium Package
- One-to-One coaching with Dr. Rothwell
- Find solutions to your most pressing Challenges with the guidance of an OD and HR Guru
- Gain Insights and Feedback on your Organization Development & Change models and frameworks

1999 USD

Standard

Premium

\*Processing fees may apply

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#### Course Preparation

Receive pre-reading Material and Access to the LMS platform

#### Attend Online

Watch and Learn from Dr. Rothwell's lectures

#### Develop

Gain in-depth understanding of Org Development & Change

#### Practice

Enhance learning with real-life case studies

#### Practical Toolkit

Access to LMS, articles, Videos and cases to continue your learning

#### Certification & E-Book

Gain digital certification and e-book

#### Coaching

Personalized coaching session to overcome your unique challenges

## Course Content

Course timings\* 9:00 am to 2:00pm GMT

### Module 1 - Fundamentals

- Demystifying OD and change management and knowing the difference
- Bottom up versus top down change
- Outlining Definitions and Issues within Change
- Understanding how to Guide Change Systematically and Strategically
- Building your Self-Awareness as a Change Manager

### Module 2 - Change Management

- Overview of Types of Change Management Efforts
- Change management best practice models - pros and cons
- Deep-Dive into Top Down Programmed Change
- Understanding Leader's role in Change Management
- Assessing Readiness for Change and Evaluating how to Overcome Common Barriers
- Competencies of Change Management Practitioners

### Module 3 - Organization Development

- Deep-Dive into Bottom-Up Change
- The art and science of Organization Development
- A review of OD interventions and best practices
- Detailed Exploration of Key Functions of OD department and understand Best Practices for each
- Appreciative inquiry for change and development
- Understanding the Future of Organization Development

### Module 4 - Action Planning

- Action Planning for Effective Change
- Diagnosing, Planning, Marketing and Implementing Change Efforts
- Evaluating and Understanding Importance of Following-Up to Ensure Effective Implementation
- Developing the OD and Change roadmap
- Measuring and adapting the Change Roadmap

## TESTIMONIALS

"A very well designed and delivered course. The trainer's methods and way of delivering and presenting material is easy to understand and grasp. A good course to go through for all OD/HR people as well Org. Leaders."



NAKHEEL

Senior HR MGR - Reward & Planning

"Fantastic, intuitive, interactive, practical workshop that ensures that we will be able to influence stakeholders in true principles and work associated to operative models to add significant value."



OD Manager

"The course have exceeded my expectations. It was full of knowledge and covered all related aspects. I honestly never thought this much knowledge gaining would happen in only 4 days."



الجمارك السعودية  
SAUDI CUSTOMS

Senior Talent Management and Succession Planning Specialist

"An impactful and practical training for organizations that want to be successful in execution."



Strategy Management Department

Detailed agenda available, please contact us for more information