

Program Overview

Certified Organization Development Analyst

BUSINESS

handover

Efficiency ... from Hire to Retire

Handover Consulting ...

“Handover Consulting was initiated to partner with companies across the Middle East and provide them with unique and competitive consulting solutions to address their Recruitment and Human Resources challenges. Our team of specialists has been engaged with a number of multinational, regional , and local establishments and accordingly bring along solid operational and consulting capabilities in their areas of expertise.

Our vision for Handover Consulting is to become one of the leading and trusted consulting partners in Recruitment and Human Resources serving small, medium, and enterprise firms across the Middle East.

We would be honored to have the opportunity to be part of your successful future and for you to be part of our successful stories. We would love to provide you with more details on our services.

Please do not hesitate to contact us for further details or enquiries.”

Ali S. AlJa'bari
Founder and CEO



Program Highlights ...

- **Program Overview:** The Certified Organization Development Analyst (CODA) program aims at educating and coaching (with practical examples) participants about different aspects related to Organization Development with focus on understanding the different components of Organization Development and diagnosis/analysis approaches for each. At the end of the program you will have an understanding of the components of Organization Development and you will be able to assess each component and identify their issues and gaps in your organization.
- **Simple Certification Process:** The program comprises of 2 days of training workshop on the concepts and approaches related to Organization Development. Afterwards, participants are requested to apply the learned concepts and approaches into a practical project which upon successful evaluation would qualify them with the internationally recognized title Certified Organization Development Analyst (CODA).
- **Delivered by HR SME Consultants:** The program is delivered by extensively experienced HR Consultants of **Middle Earth HR**, one of the largest specialist training, education and knowledge support companies for HR professionals worldwide and is considered to be the world's 7th largest HR Training firm.
- **International Accreditation:** The Certified Organization Development Analyst (CODA) certificate is internationally accredited by **Carlton Advanced Management Institute (CAMI)**, a global research body operating in the United States with the objective of conducting researches and development of special subjects in Human Resources.



Advantages of the program ...

- **Comprehensive Course Material:** During the program you will be provided with a comprehensive information packed courseware which will be easy to re-use, reference, and share at the workplace or at home.
- **Networking Opportunity:** The program will be attended by many senior and junior HR professionals from various locations and industries. During the program, you will have the opportunity to network with these HR professionals and understand the type of Organization Development issues and practices used in their environment.
- **Consulting Opportunity:** As the program will be delivered by extensively experienced HR Consultants, you will have the opportunity to discuss, consult, and relate to Organization Development issues at your work place and understand how such issues would be resolved.
- **Learning Best Practice Approaches:** Throughout the program, you will have the opportunity to learn various concepts related to Organization Development as well as best practice approaches on how to optimize the organizational components of your company.
- **Professional Branding:** After successfully completing the program, you will have the opportunity to brand yourself with the title Certified Organization Development Analyst (CODA).



A simple and practical certification program ...

- The program is designed in a simple approach which ensures educating participants with the subject's concepts and best practices and testing their understanding through their successful completion of a practical project.

Training Workshop

- 16 hours of training workshop (2 full training days).
- The Course Outline, highlighted in the next slide, will be delivered in the workshop
- Practical examples will be provided throughout the workshop.
- Team activities will be assigned.
- Best practice concepts and approaches related to Organization Development will be provided.

Guided Project

- 2 to 3 project options will be provided at the end of the training workshop through which participants will reflect their understanding and ability to apply the concepts of the learned material.
- Participants need to submit the project within 60 days.
- Participants will be provided with sample projects for reference.



Certified Organization Development Analyst (CODA)



Course Outline to be delivered in the Training Workshop ...

- Below is the outline of the course that will be delivered during the Training Workshop:

Module 1: Organization Development Overview	Module 2: Strategy and Mission
<ul style="list-style-type: none">Describe how business scenario is changing and the major trend in businessThe history of OD and major developments since 1930'sHow OD can benefit organizationsHow OD is being used by major organizationsThe various organization excellence models in ODCAMI- MEHR model for Change Management	<ul style="list-style-type: none">Revisit and analyze the Mission, Values and VisionWhat is Strategy?Strategic Management Process using strategy analysis, strategy implementation and strategy choicePorter's Five Force ModelValue Discipline using Product Leadership, Customer Intimacy, Operational Efficiency
Module 3: Organization Diagnosis	Module 4: HR Process
<ul style="list-style-type: none">Business ExcellencePESTEL Analysis of the Macro EnvironmentOpen Systems ModelOrganization analysis using the Six Box Organizational ModelOrganization assessment as per EFQM Excellence ModelOrganization analysis using Malcolm Bal ridge Model criteria	<ul style="list-style-type: none">PCMMLevel 1 - Initial levelLevel 2 - Performance CentricityLevel 3 - Competency CentricityLevel 4 - Team Organizational CentricityLevel 5 - Optimization



What Participants said about the CODA program ...



"A good introduction to Organization Development."

Randa Khodeir
OD Specialist, Commercial International Bank



"Thoroughly enjoyed the program. The content was interesting and well taught."

Anson Kiermander
HR Advisor



"Very informative and well presented."

Kris Sehgal
HR and Training Manager, NAS Group



"An excellent strategic program."

Hassan Saied
HR Manager, Egyptian Drilling Company



"A very Enlightening program."

Chaitanya Kanthi
HR Business Partner, Novartis International



"Very comprehensive and the OD Tools were provided. The exercises are relevant and effective."

Maria Victoria Aquino
HR & Training Manager, LafargeHolcim Group



"A very informative and educative program. Got a detailed insight on Organization Development and now feeling confident on the subject."

Manoj Omre
Group HR Manager, Saif Belhasa Group



"A good program to diagnose and understand the organization."

Gev Dalal
Head of HR, Ajmal Perfumes



We offer flexible program delivery options ...

- We have designed two key delivery options for the program in order to be convenient to individuals as well as corporates.

Program Delivery Option	Schedule	Location/Venue	Pricing
<ul style="list-style-type: none">▪ Company Specific Program: in this option a company would be interested to have the program delivered specifically for their HR employees. A minimum of 5 attendees is a must.	<ul style="list-style-type: none">▪ The program can be scheduled as desired by the company and the duration can be extended as seemed suitable by the company.	<ul style="list-style-type: none">▪ The company will have the option to decide the location and venue in which the program will take place.	<ul style="list-style-type: none">▪ The pricing of the program will depend on the number of participants, and location and shall be negotiable.
<ul style="list-style-type: none">▪ Public Program: In this option the program is scheduled at a specific location and venue and any HR professionals will have the opportunity to register and attend the program.	<ul style="list-style-type: none">▪ The program will be delivered in 2 days as per the announced schedule.	<ul style="list-style-type: none">▪ The program will typically be hosted in a hotel as per the announced location and venue.	<ul style="list-style-type: none">▪ The price of the program will be inclusive of the training workshop, lunch during training days, and certification and shall be priced as announced.





Contact us now

We would love to provide you with more details on our services. Please do not hesitate to contact us for further details or enquiries.

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