

## Program Overview

Certified Organization Development Developer



## 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 have 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 Developer (Codd) 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 approaches to develop Organization Development Framework. At the end of the program you will be able to develop Organization Development Framework for your organization that is linked to the company's objectives and is adaptable to future changes.
- **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 Developer (Codd).
- **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 7<sup>th</sup> largest HR Training firm.
- **International Accreditation:** The Certified Organization Development Developer (Codd) 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 Developer (Codd).



## 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  
Developer (Codd)**





## 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: Organizational Culture and Leadership	Module 2: Organizational Process	Module 3: Customer Focus
<ul style="list-style-type: none"> <li>Organizational culture and its importance</li> <li>Core aspects of culture</li> <li>Culture Dimensions</li> <li>MEHR-CAMI construct model of Culture and Leadership</li> <li>Culture Survey</li> <li>Planning Interventions</li> </ul>	<ul style="list-style-type: none"> <li>Organizational Processes</li> <li>Porter's Value Chain</li> <li>MEHR- CAMI Process Improvement Intervention Pyramid</li> <li>Unstructured/ Inconsistent processes</li> <li>Process consistency</li> <li>Process analysis</li> <li>Process Improvement</li> </ul>	<ul style="list-style-type: none"> <li>Customer care Model</li> <li>Customer Segmentation</li> <li>The Kano Model</li> <li>Interventions</li> </ul>
Module 4: Knowledge Management	Module 5: Performance Alignment through Balanced Scorecard	Module 6: Change Management
<ul style="list-style-type: none"> <li>Knowledge Management SECI Model</li> <li>Synthesized approach: Binney's KM spectrum</li> <li>Three Value disciplines related to knowledge management</li> <li>Selecting a KM strategy</li> </ul>	<ul style="list-style-type: none"> <li>Performance aspects</li> <li>Why the Balanced Scorecard</li> <li>What is Balanced Scorecard</li> <li>Perspectives of balanced scorecard</li> <li>What is Cascading?</li> </ul>	<ul style="list-style-type: none"> <li>Change management</li> <li>OD and change management</li> <li>Understanding key models of Change Management</li> <li>Tools for change</li> </ul>



## 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"> <li>▪ <b>Company Specific Program:</b> 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.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The program can be scheduled as desired by the company and the duration can be extended as seemed suitable by the company.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The company will have the option to decide the location and venue in which the program will take place.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The pricing of the program will depend on the number of participants, and location and shall be negotiable.</li> </ul>
<ul style="list-style-type: none"> <li>▪ <b>Public Program:</b> 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.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The program will be delivered in 2 days as per the announced schedule.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The program will typically be hosted in a hotel as per the announced location and venue.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The price of the program will be inclusive of the training workshop, lunch during training days, and certification and shall be priced as announced.</li> </ul>





## Contact us now

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

[enquire@handover.consulting](mailto:enquire@handover.consulting)

<http://handover.consulting>

**handover**

Efficiency ... from Hire to Retire