

Program Overview

Certified Organization Development Analyst

Delivered Online

handover

Efficiency ... from Hire to Retire





Handover Consulting is a dedicated partner for businesses across the Middle East, offering Consulting, Recruitment, and Training solutions. Our team of seasoned professionals leverages deep industry knowledge and practical experience to address your evolving business needs.

We are committed to delivering exceptional service and building strong, enduring partnerships with our clients. Our goal is to be your trusted advisor, helping you navigate complex challenges and achieve lasting success.

Whether you are a small business or a large corporation, we have the expertise to tailor our services to your specific requirements.

To learn more about how Handover Consulting can elevate your organization, please contact us today.



Ali 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 4 online training sessions 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 professionals from various locations and industries. During the program, you will have the opportunity to network with these professionals and understand the types of Organization Development issues and practices used in their environment.
- **Consulting Opportunity:** As the program will be delivered by extensively experienced Consultants, you will have the opportunity to discuss, consult, and relate to Organization Development issues at your workplace 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).



Who should attend the program ...

The **Certified Organization Development Analyst** program is intended for a wide range of professionals including:

- **Professionals Leading Organizational Development Initiatives**

Individuals from diverse fields such as Human Resources, Talent Management, Organizational Development, and Operations who are responsible for driving organizational change within their teams or departments will acquire the frameworks and tools necessary to design and implement effective development strategies. The CODA program equips participants with skills to create programs, tools, and resources that foster growth and positive change within their organizations.

- **Top/Middle/Lower Management Professionals**

Executives and operational managers, regardless of their area of expertise, will gain critical skills to support and sustain organizational development initiatives. By completing the CODA program, they will learn how to integrate development best practices into their roles to drive organizational growth and employee performance.

- **Organizational Development Experts and Consultants**

Professionals such as Organizational Development Analysts, Strategy Consultants, and Organizational Development Specialists will deepen their expertise in managing development programs effectively. This program equips them with advanced methodologies and best practices for organizational assessment, strategic HR visioning, identifying HR blockers, and implementing successful interventions. Participants will learn to assess their organizations using diagnostic models like the Malcolm Baldrige Award criteria and the EFQM model, enabling them to plan successful HR change interventions.



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 practical assignments.






**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 Assessment	Module 2: Strategic HR Visioning	Module 3: Identifying HR Blockers	Module 4: HR Capability Building
<ul style="list-style-type: none"> ▪ PESTEL and SWOT Analysis ▪ McKinsey's 7S Model ▪ Malcolm Baldrige Award ▪ EFQM Model ▪ TATA Business Excellence Model 	<ul style="list-style-type: none"> ▪ Define and learn to frame Strategic Mission and Vision <ul style="list-style-type: none"> – Understand and analyze good Mission and Vision statements – Attributes of Mission and Vision Statements – Sample Mission and Vision Statements ▪ Learn to Align HR to Business Strategy <ul style="list-style-type: none"> – What is Strategy? – Strategic Management Process – Using strategy analysis, strategy implementation and strategy choice – What is Value Discipline ▪ Understanding Core Capabilities and Values <ul style="list-style-type: none"> – Learn about Organizational capabilities and Values in the company – Creating HR scorecard for an organization 	<ul style="list-style-type: none"> ▪ Action Research <ul style="list-style-type: none"> – Learn about action research – How to make Action research model ▪ Weisbord's 6-box Model ▪ Human Capital Readiness Indexing <ul style="list-style-type: none"> – Learn about Human capital Readiness Index – How to make human capital Readiness Index 	<ul style="list-style-type: none"> ▪ What is PCMM Audit ▪ Understanding HR Maturity Levels ▪ HR Audit Using PCMM ▪ HR Audit Using People Capability Maturity Model

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*



Detailed Schedule of the program ...

Program Schedule

The program will be conducted **Online** over 4 online sessions.

Please check our website for the specific dates as announced <http://handover.consulting>

Program Fees

The fee for the program is published on our website. <http://handover.consulting>

Registration and Deadline

Please complete this [Registration Form](#) and send it to us before the announced registration deadline to confirm your registration in the program.



Program seats are limited. Book your seat now !!

Consider an in-house delivery of the program just for your company ...

- We have noticed an increase in demand from our clients to organize In-house training programs due to a number of distinctive advantages which include:
 - ✓ **Cost Saving:** the cost per delegate is typically less when compared to sending the same number to public training courses.
 - ✓ **Team Building:** a room full of delegates from different departments can encourage greater team work, awareness and understanding of each other's role.
 - ✓ **Industry Focus:** having this program delivered in-house for one company, provides the Trainer with more focus to concentrate on the company's specific industry and the best practices of the topic.
 - ✓ **Customized Training:** getting a group together allows all of the training and learning to be focused on the company and can discuss real, specific, and current examples.
 - ✓ **Convenient Schedule:** you will have the convenience to decide the schedule and timing of the in-house program that ensures the availability of all of your employees and aligned with your working hours.
- **Contact us now on enquire@handover.consulting to provide you with more details and a customized offer for your company.**



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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<http://handover.consulting>