

*Program Overview*

*Certified OD Intervention Professional*

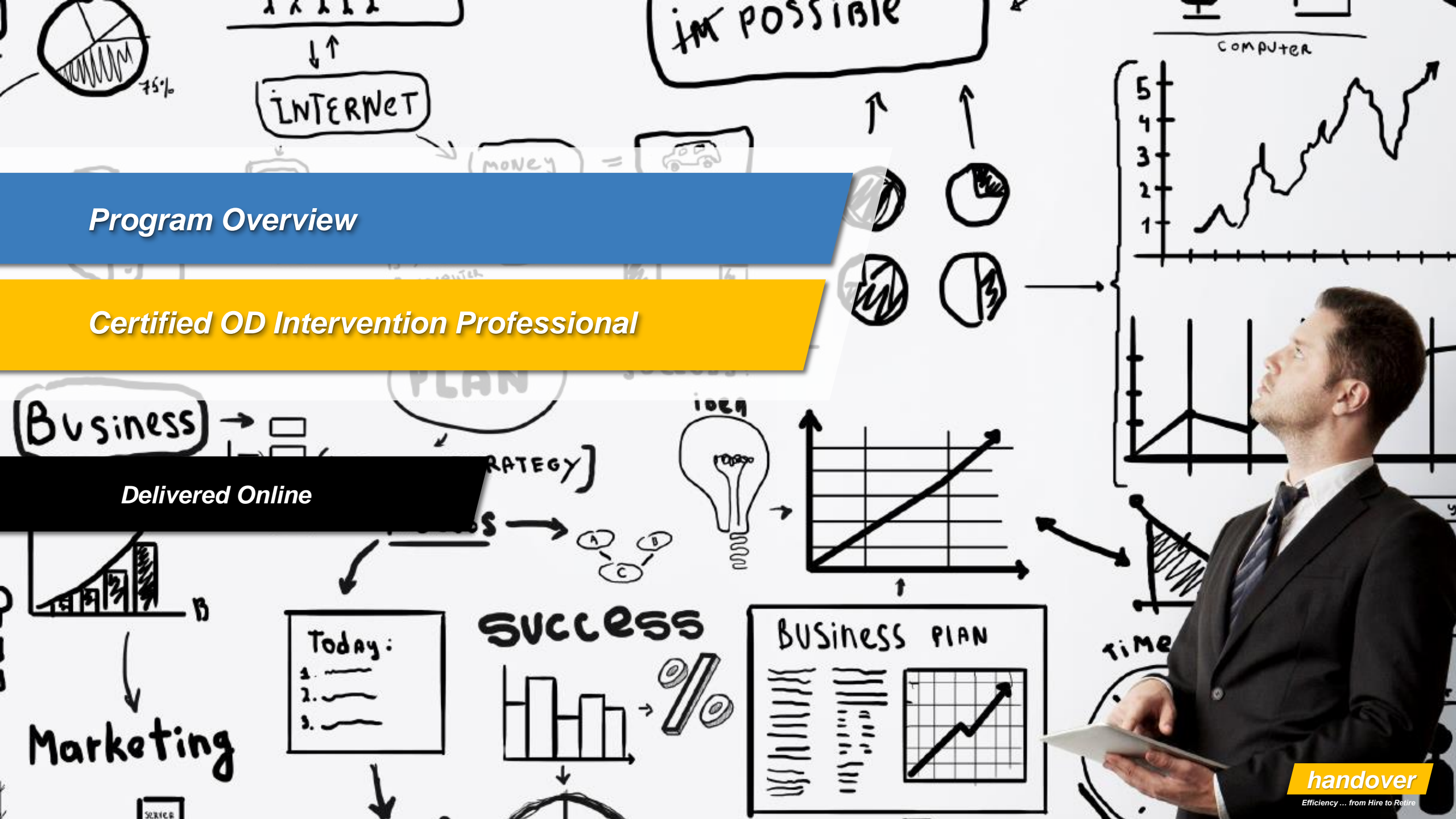
*Delivered Online*

**Marketing**

Today:  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_

**SUCCESS**

**BUSINESS PLAN**





*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 OD Intervention Professional (CODIP) 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 4 live 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 OD Intervention Professional (CODIP).
- **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 OD Intervention Professional (CODIP) 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 organizational Components of your company.
- **Professional Branding:** After successfully completing the program, you will have the opportunity to brand yourself with the title Certified OD Intervention Professional (CODIP).



## Who should attend the program ...

The **Certified OD Intervention Professional** program is intended for a wide range of professionals including:

- **Professionals Leading Organizational Development Initiatives**

Individuals in Human Resources, Organizational Development, and related fields responsible for implementing change strategies will acquire essential frameworks and tools. The CODIP program focuses on OD techniques to enhance overall system and task performance.

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

Executives and managers aiming to improve organizational effectiveness will benefit from this program. Completing the CODIP program enables them to plan and manage organization-wide interventions, increasing organizational health and performance.

- **Organizational Development Experts and Consultants**

OD professionals and consultants will deepen their expertise in managing development programs. The CODIP program provides advanced methodologies for assessing organizational processes, designing effective interventions, and fostering a culture of continuous improvement.



## 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.

Program Delivery Plan							
	Live Workshop Sessions	Optional Clarification Sessions	Weekly Assigned Projects (4 Total Projects)				
Week 1			•				→
Week 2			•				→
Week 3			•				→
Week 4			•				→

- Each program is comprised of 4 Live Workshop Sessions and each session is 4 hours.
- The schedule of the Live Workshop Sessions will be announced on our website.





**Certified OD Intervention Professional (CODIP)**



## 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: Understanding OD Interventions and Change Management	Module 2: Strategic Culture Development	Module 3: Organizational Design	Module 4: Process Improvement and Self Learning	Module 5: OD Consulting Skills
<ul style="list-style-type: none"> <li>Understand models of Organizational Development</li> <li>Defining Organizational Development</li> <li>Understand Group OD vs System OD</li> <li>Understanding how to design OD Interventions</li> <li>Phases of Design and Implementation</li> <li>Identify appropriate OD Interventions</li> <li>Understanding how to create an effective Change Management Plan</li> <li>Understand Systemic change</li> <li>Learn about Satir Change Management Process</li> <li>Learn about Lewin's Change Model</li> <li>Learn about Iceberg Model</li> </ul>	<ul style="list-style-type: none"> <li>Understand how to link culture with organizational strategy</li> <li>Understand the Culture Functions, values</li> <li>Learn about Organizational Personality</li> <li>Understand how to measure culture within an organization</li> <li>Culture Development Models</li> <li>Understand how to build different types of culture</li> <li>Artifacts</li> <li>Communication</li> <li>Leaders and Managers</li> <li>HR Policies</li> <li>Understand Force-field Analysis</li> <li>Know about Cultural Intervention</li> </ul>	<ul style="list-style-type: none"> <li>Build the key elements of organizational design</li> <li>Understand Organizational Design</li> <li>Understand how to adapt to changing business needs through organizational restructuring</li> <li>Conduct and build an organizational chart to suit the business</li> <li>Learn about the types of Organizational Structure</li> <li>Learn about Mintzberg's theory on organizations</li> <li>Know about structural issues</li> <li>Levels in an Organization</li> <li>Delegation and Decentralization</li> <li>Formal Vs. informal organizations</li> <li>Understanding Job Characteristics Model</li> </ul>	<ul style="list-style-type: none"> <li>Analyze organizational strategy to identify key areas for process improvement.</li> <li>Learn about organizational processes</li> <li>Learn about Porter's Value Chain</li> <li>Design and implement various process improvements</li> <li>Understand Process Improvement Intervention Pyramid</li> <li>Understand Process Tools</li> <li>Build self-learning looks in the organization to create learning organizations.</li> <li>What is Knowledge Management?</li> <li>Learn about Knowledge and Types of Knowledge</li> <li>Learn about SECI Model</li> </ul>	<ul style="list-style-type: none"> <li>Using SPIN Questioning to create and understand the need implications for OD Projects</li> <li>Types, stages and Best Practices of SPIN Questioning</li> <li>Use Appreciative Enquiry as a tool in OD projects</li> <li>What are appreciative enquiry tools</li> </ul>

## What Participants said about the CODIP program ...



**"Awesome course. Very informative and helpful in professional life."**

Sushil Shinde  
Analyst (HR Planning and Quality), National Bank of Abu Dhabi



**"A very logical and effective program."**

Pradeep Noelraj  
Assistant Manager (OD), UAE Exchange



**"Insightful and practical session."**

Mohamed Elhaj  
OD & Learning Specialist, Royal Care International Hospital



**"A very good program."**

Rashed Murooshid  
Consultant



**"Excellent program. A very value add to my job and the current issues in the organization."**

Manish Modani  
Assistant GM (HR & OD), Intercoil International



**"A good program full of diversified OD-related information."**

Karine Touma  
Group Recruitment Manager, Kallassi Group



**"Very well presented, informative, and well connected with practical life. One of the best trainings I have attended."**

Ruqayah Omar  
OD Specialist, International Smart Card



**"I enjoyed the program very much. Overall, the course was very interesting and informative."**

Doaa Mohamed  
HR Coordinator, Distance Studio Engineering Consultants





## 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](mailto: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.

Tel: +962 (6) 5335420, Mobile: +962 797125183

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

<http://handover.consulting>