

The **Certified OD Analyst** program, of **Carlton Advanced Management Institute (CAMI)**, done world wide in association with **Middle Earth HR - the World's 7th Largest Training Company**.

This Certified OD Analyst program helps you to identify the needs of an organization and its people. It will provide guidance in formulating and implementing practices which are best suited to the changing needs of the organization. In addition it will provide the knowledge of underlying principles and theories of Organization Development and to build Capability across a full range of OD competencies.

Middle Earth Consultants is proud to bring to you their globally recognized program **Certified Organizational Development Analyst**. Winning starts with beginning. So in order to win and keep up with the pace of the growing market trends one has to upgrade his/her skills. We, at Middle Earth Consultants, understand your requirements and assure you that after attending our program you will have an edge over others.

Course Overview

MODULE: 1 Organizational Development overview

- Tangible & intangible aspects in organization
- Rapid pace of change & mega trends
- How OD has benefited organizations?
- OD overview, its history & advantages
- Some great thinkers in OD
- Various OD models i.e. Action research model, Burke-Lit win model etc.

MODULE: 2 Understanding strategy

- Overview of Porter five forces model
- WOT analysis
- Value discipline model
- Role of Mission, vision & values
- Strategic alignment: analysis & planning
- Creation of strategy maps and drivers and key determinants

MODULE: 3 Organizational Diagnosis

- What is organizational diagnosis?
- Why diagnosis?
- Various diagnostic models
- Understanding Malcolm Baldrige business excellence model
- SWOT assessment using Malcolm Baldrige scoring sheet
- Identification of weaker areas of organization

MODULE: 4 HR process audit and identifying improvement areas

- HR processes
- Need for improvement
- Overview of People Capability Maturity model
- Why PCMM?
- Components of PCMM
- Process characteristics of five sequence levels
- Implementation & uses of PCMM
- Assessment & analysis of organization using PCMM

MODULE: 5 HR Key drivers of OD

- **Competency Centricity**
Key determinants
Understanding competency mapping
Competency assessment
Competency Improvement - training aspects when and why?
- **Compensation Centricity**
Key determinants
Rewards & basics of compensation
Equity management
Reward planning
- **Performance Centricity**
Key determinants
Understanding performance planning
Managing performance

By attending this Workshop you will learn:

- Understanding key models of OD like 6 box model, Burke Litwin model, MEC-CAMI model of change management
- Understand success stories of OD in some of top Indian and global companies
- Understanding importance of strategic tools like Porter's five forces Model, Value Discipline
- Organizational Diagnosis, using Malcolm Baldrige Award criteria the EQFM model
- Diagnosis of HR processes, people & indicators using the PCMM model to plan successful HR change interventions for HR process up gradation

Unique Benefits to the participants:

- Get a comprehensive, information packed courseware during the program and for back home use
- Learn from the industry experts who have a vast experience in the area of Organizational development
- Network with other professionals with same background and interest
- Brand yourself as a certified Organizational Development Analyst
- Candidates have access to contact the instructors for doubts and clarifications via phone and email.

Who Should Attend the Program?

The course can be attended by HR professionals, OD practitioners, HR consultants & trainers, faculties in management institutions and anyone who is interested in the field of OD.

CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

Certification Process With Time Lines

Step 1 : Training – 2 days (9.00 am – 6.00 pm)

Step 2 : Project completion (24 hrs work)

Step 3 : Project Soft Copy Submission (within 60 days from program)

Step 4 : Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an internal evaluator. An Extern Evaluator appointed by CAMI would verify

Fees Per Participation

INR. 30000

For Registrations and More Information Contact :

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>