

# Micro-Credential in Organisational Development and Change Management



**Delivery mode:** Online

**Duration of Study:** 7 Weeks / 7 Hours

**Level:** Advanced

## Organisational Development

Organisational development is a critical and science-based process that helps organisations build their capacity to change and achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes. It is the magical glue that makes businesses adaptable, responsive, and resilient in the face of a world that changes by the day.

Developing core and advanced skills needed in organisational development which includes people skills, direction-setting skills, process skills and advanced performance knowledge is crucial in redesigning an organisation's processes in ways that contribute to quantifiable improvements.

### Programme Overview

To cope with change and to assume leadership so that an organisation not only reacts to changing scenario but also proacts, it is necessary that an organisation develops self-renewing capacities. Organisational Development (OD) is an effort to improve organisation performance and operation. OD is a process that applies behavioural science knowledge and practices to help organisations achieve greater effectiveness, including increased financial performance and improved quality of work life. The course analyses and describes the best approaches to diagnose the structure, styles, skills, systems, and other variables of the organisation that affect the conditions and performance of an organisation.

### Assessment

- Coursework: 100%
- Examination: None

### Areas of Knowledge

- Organisational Development study and its process. Planned and unplanned change and the models of change.
- The diagnostic tools and the methodologies used by Organisational Development consultants.
- Application of Organisational Development concepts in diverse background.

## Why UNITAR?

### 5-STAR QUALITY

5-STAR rating in QS for Teaching, Employability, Inclusiveness, Online Education and Accounting and Finance.

### AFFORDABILITY

HRDF and various financial aid available.

### UNITAR C.A.R.E

We ensure that students are well-equipped with applicable skills: Collaborative, Adaptive, Reflective and Entrepreneurial.

## COURSE PROGRESSION >>>

Credits from this Micro-Credential Programme are transferable to the following full academic programme:

**[Master in Business Administration \(Online\)](#)**

## Course Modules

### Lesson 1: Introduction to Organisation Development

- The concept of Organisational Development
- The nature of planned change - models of change
- A preview of the Organisational Development process

### Lesson 2: Introduction to Change

- Changing the culture
- Overcoming resistance to change

### Lesson 3: Understand the Role and Style of Organisational Development Practitioner

- Role and style of Organisational Development practitioner
- Skills required for Organisational Development practitioner
- Entering and contracting

### Lesson 4: Diagnosing Organisation

- Tools and techniques
- Questionnaire as a diagnostic tool
- Interview as a diagnostic tool
- Workshops, task forces and other methods of diagnosis

### Lesson 5: Designing Interventions – Part 1

- Human process interventions
- Technostructural interventions

### Lesson 6: Designing Interventions – Part 2

- Human process interventions
- Technostructural interventions

### Lesson 7: Special Applications of Organisational Development

- Organisational development and change in global setting



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