



# 2020 OD Fundamentals Certificate Program

The Oregon Organization Development Network (OODN) and Cascade Employers Association have joined forces to create the Organization Development (OD) Fundamentals Certificate Program. With organizations experiencing unprecedented changes and challenges, this highly interactive program provides the fundamentals, helps hone your skills all while you network with fellow professionals.

## Topics include:

- Roots, values and evolution of OD
- Relationship between OD and HR
- The OD approach for project start-up phases, diagnosis, information analysis and feedback, developing and selecting solutions, implementation and results measurement, and consulting roles, coaching and the future of the field.

Designed for those new to OD and experienced professionals, each session offers presentations, participation and consideration of a relevant case study to carry the learnings through the course of a real project. The faculty includes experienced practitioners from both the OD and HR fields: Managers sharing their insights from inside organizations and external consultants who come from a variety of change disciplines.

Beginning **October 7th**, the program will virtually take place on seven consecutive Wednesday mornings from 8:30 to 12:30.

**Single Class Pricing:**  
Member: \$125  
Nonmember: \$185

**Full Series Pricing:**  
Member: \$800  
Nonmember: \$1150

## Meet Your Instructors



Sabine  
Amend



Mary  
Cogan



Issac  
Dixon



Glen  
Fahs



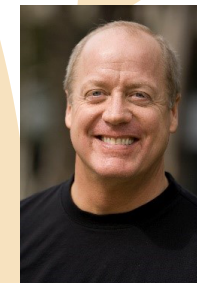
Dimitra  
Giannakoulis



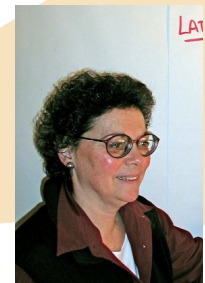
Jathan  
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Tom  
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## October 7<sup>th</sup>: What the Heck is OD? Unlocking the Secret to Happy and Fulfilling work

- Develop the learning group culture and structures
- Develop an appreciation for Organization Development (OD) and its essential role in the workplace
- Learn how OD can act as a value-driver in organizations
- Understand OD's origins and its continuing evolution
- Recognize how OD differs from other management and business approaches
- Understand how the case study supports forthcoming sessions

## October 14<sup>th</sup>: Crucial Consulting Partnerships - Human Resources and Organization Development

- Understand what OD is and isn't in relation to HR
- Recognize how applying OD principles supports HR in performance management, talent recruitment and retention, and succession planning
- Understand how organizational culture affects compliance, claim prevention, and risk management
- Apply session's learning to the organizational context of the case study

## October 21<sup>st</sup>: "What's the Request and Who's The Client" - Entry and Contracting

- Understand the difference between entry and contracting
- Recognize how the entry process sets the stage for project success
- Discover the differences and similarities of contracting from internal and external positions
- Understand the importance of contracting
- Apply Entry and contracting session's learning from the HR and OD perspectives

## October 28<sup>th</sup>: Accessing Insights into the System - Gathering and Analyzing Data

- Understand how the scope of work provides context for data collection, analysis, and interpretation
- Review data collection methods and instruments
- Discuss considerations when choosing modes of data gathering
- Review data analysis frameworks and sources
- Analyze and make meaning of the data
- Apply the session's learning to the case study

## November 4<sup>th</sup>: Delivering Feedback to Your Client and Planning for Action

- Recognize how feedback choices can stimulate client engagement
- Become familiar with the continuum of choices in action-planning participation
- Explore a model to develop insights into a system's capacity for action
- Reflect on the tensions between stakeholder goals and the consultant's own responses to tensions
- Discuss options for OD actions
- Practice action-planning using the course case study

## November 11<sup>th</sup>: Action-Taking - Implementation and Evaluation

- Understand the pros and cons of action options when designing architecture for action
- Differentiate roles, responsibilities, and accountability
- Reflect on consultant skills for stable/predictable and fluid/unpredictable system dynamics
- Build knowledge and awareness of evaluation as an OD tool; understand its impacts on a client system
- Apply this session's themes to the course case study

## November 18<sup>th</sup>: Integration, Closer and Future Perspectives - Finishing the Case and Closing the Class

- Recognize the importance of endings in change projects, in group processes, and in life
- Understand the concept of Emergent Learning/cyclical nature of learning
- Describe the benefits and challenges of integration
- Identify course learnings at three levels: case study, individual objectives, group process
- List possible directions and challenges of the field of OD

To register, visit us at  
[cascadeemployers.com/events/](https://cascadeemployers.com/events/)