



## **Certified Organization Development Professional [CODP]**

[After passing the exam, printed Certificate will be issued from ICBC-USA]

### **Basic Information:**

**Mode of Program: Online/ Class Room**

**Venue: Dhaka, Bangladesh / Online**

**Resource Person:For Class Room based: MR LIM CHENG TIONG , TOM from Singapore; For online: Self paced Learning Material**

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*The Institute of Certified Business Consultants -USA accredited Professional Certification in Organization Development*

World Academy for Research & Development [WARD] in partnering with ICBC-USA has gladly launched this Certification Program to enhance the credibility of Professionals comparing with global standard

## **Overview of the Program:**

Today's Business World is very much competitive. This VUCA world expect change and improvement round the clock. Every organization need development initiative from every corner. This course is designed to develop some professional who can take the lead to ensure different development initiative from different corner of the organization.

'Organization Development' tool for increasing organization excellence. In recent times the importance of OD has been recognized significantly. Considering the importance level now a day Institutes, Business School have developed different courses, Training Institutes offer different training programs for OD practitioners/ OD Professionals. OD is going to be emerged as a full fledged profession world-wide.

Considering this aspect, this course has been designed to develop OD Professional to take the organization forward with change & process improvement. This course is focused on different dimension of Organization Development like Process Development, Culture Development, Structure Development, People development etc.

**Objective of the session: After successful completion of this Certification Course, participants will be able to:**

1. Understand the concept of OD
2. Identify the Need for OD in any organization
3. Implement Development initiative in Organization
4. Implement Change for Organization development
5. Redesign Process for improving productivity
6. Play role as Internal Consultant

## **Major Areas**

- Organization Development: Concept & Practice
- OD in the history & theory
- Different Models for Organization Development
- Understanding Strategy & Its Formulating
- Organizational Diagnosis: Concept, Tools & Methods
- Organizational Leadership & culture development-models & techniques
- OD Consultancy Cycle: Six Key Component & Models
- Impact of OD in organizational excellence

- OD Practitioner: Tasks & Competencies
- Functional Borderline of HR & OD
- Implementation & Evaluation of OD: Models & Framework
- Business Process Reengineering
- Organizational Process Improvement
- Customer Centric Culture for OD
- Organizational Change Management

**Total Hours: 60**

**Contact Hours: 16**

**Assessment Areas:**

1. Clarity about Concept: Clear understanding about OD
2. Understanding Method/ Process: Different method and process of OD
3. Capability to implement the learning: Capacity to apply OD Intervention Program in the organization
4. Capability to transfer the learning: To make other people understand about OD
5. Capability to analyze the challenges & overcome those: Analyze and overcome the challenges for implementing OD interventions in the organization

**Pre-requisite:** At least 4 years experience in HR/ OD

**Pre course Activity:**

1. Self Assessment
2. Self study of article and materials to clear the concept

**Course Activity:**

Duration: 16 hours

Method: Class Room session with group work, activity, case etc/ Online discussion/ Fully Online Self Learning

Post Course Activity:

Assignment, Awareness Presentation, Application Action Plan

**Assessment Method:**

- Post Course Examination
- Post Course Assignment & Presentation

Resource Person



**MR LIM CHENG TIONG , TOM**

Lim Cheng Tiong, Tom is a USA Certified Career and Performance Coach (GCDF), an experienced Regional Human Resource Practitioner/Consultant and a Trainer/Facilitator who specializes in process facilitation, experiential, action-learning and behavioral-based training.

He has travelled extensively in the Asia region to conduct training and development programs providing a range of junior, middle and senior Management and Human Resources workshops.

A resourceful and results-oriented professional with successful track record of over 20 years HR experience in full-spectrum Regional HR Management and Leadership from working in various MNCs and International global organisations. He possesses strong expertise in corporate re-engineering through rightsizing and talent maximization.

He currently holds the appointment as the Human Resources Assessor for the IHRP-SP (Institute of Human Resources Professionals), in which he provides assessment of companies' state of Human Capital Maturity to identify gaps and provide recommendations and intervention for improvement.

A well-rounded and good-humoured person who functions effectively at engaging all level of business leaders, cross-functional colleagues and employees.

He is recognised by senior business Leaders and corporations for consistently achieving excellent results. These proven track records of developing partnerships, driving employees engagement, facilitating performance initiatives have led employees to succeed with integrity.

He holds the below training qualifications and accreditations :

- Master of Business Administration, Lancaster University
- Bachelor in Marketing(Equiv), United Kingdom
- Post Graduate Diploma in Human Resource Management ,(SIM)
- SMU Executive Development Program - Winning Business Performance in Asia
- Certified USA Career Coach - Global Career Development Facilitator (GCDF)
- Accredited BELBIN Team Roles Facilitator (United Kingdom)
- Certified Trainer in DDI-Targeted Selection Interviewing Techniques (USA)
- Certified HAY Job Analyst in Grading & Evaluation and writing Job Description
- Certified DISC Practitioner. Behavioural and Career Consultant, CBCC (USA)
- Certified in using People Analytics (University of Pennsylvania)/ Forecasting and HR Optimization Model-HRIS (Hewlett-Packard)
  
- WSQ Certifications :-
  - ✓ Advanced Certificate in Training and Assessment (ACTA)
  - ✓ Diploma in Adult Continuing Education (DACE)

- ✓ Specialist Diploma in Advanced Facilitation (SDAF)
- ✓ Specialist Diploma in Leadership and Management
- ✓ Diploma in Service Leadership
- ✓ Data Protection Officer (DPO)
- Award winning writer- "Excellence in Public Suggestion" 2003 - State's Award granted by Prime Minister of the Republic of Singapore

As a **Global Career Development Facilitator (USA)** credential holder, he is trained to help employees, both individually and in a group setting, make informed decisions when considering their own career development. Through the use of best practices, various assessment tools, and career development models and equip each individual with the knowledge and skills to embark on their professional journey.

Effectively bilingual in English and Mandarin, he has extensive years of experience in providing executive coaching to line managers and Executives in enhancing career development and improving people and work management skills, within the complexity of a dynamic global organization. He also provides career transition coaching to help displaced workers improved their re-employment prospects.

As an **Adult Educator/Corporate Trainer**, his passion in employees ongoing education and development started during his numerous Corporate HR and Learning and Development roles - providing in-house stand-up trainings to both HR team and business leaders/employees. He currently conducts talk, academic lecture, teambuilding/HR workshop, provides HR consultancy to private and public organizations including Government-Linked Companies; both local and overseas including the Kingdom of Bhutan, Maldives, Vietnam, India, Singapore, China, etc.