



Certificate in Organization Development

The **Certificate in Organization Development (OD)** is a ground-breaking opportunity to solidify your ability to improve a work group or organization's effectiveness.

The path to organization effectiveness – Get results

Whether you lead your organization through changes or are supporting those who do, you become an indispensable asset when you are able to:

- Establish a partnership with stakeholders
- Articulate objectives from a business perspective
- Design a strategy from a systemic view
- Select actions to maximize commitment and success
- Handle resistance and unexpected obstacles
- Manage, monitor, and evaluate projects

Who should attend

- Managers
- HR professionals
- Training and development professionals
 - Who want to improve the human side of organization effectiveness
 - Who want to expand the value they add to their organizations
 - Who lead and support Organization Development efforts

Offered in partnership with



www.leadershipcenter.stritch.edu



www.mranet.org

Register Now!

Spring 2010 Session Begins March 26th

Potawatomi Bingo-Casino
Administration Building
313 N 13th Street
Milwaukee, WI 53233

To Register

Use the attached form or call (414) 908-4951 ext. 107.

Approved for 50 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. (Specified -Strategic)



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Certificate in Organization Development Program Format

Participants describe the program as...

Very interactive and comprehensive

Trains you on the process of identifying, implementing and evaluating organizational changes

The program helped me build skills that will immediately benefit the organization I work for and make me more effective in my role well beyond OD –specific activities.

It is definitely worth it, the instructors are fabulous. The reading material helps to solidify everything. Great job!

Convenience *and* Effectiveness

- Four modules, each two days in length
 - Comprehensive program of study
- Highly interactive design
 - Limited to 15 participants
 - Experiential learning and application throughout the program. No dull lectures.
- Shared investment between employer and participant
 - Each module is scheduled for a Friday and Saturday to minimize time away from the job
 - Discuss and apply to participants' real world situations and challenges
- Modules are spaced by 3 to 4 weeks
 - Foundational reading occurs between classes, adding to participants' background knowledge and enhancing participation
- Optional follow-up opportunities
 - Apply the certificate toward a M.S. in Management at Cardinal Stritch University
 - Get feedback on a work project from instructors
 - Join one of the networking groups

Take away

- Knowledge
- Skills
- Tools, templates, models, recommended resources
- A network of local professionals

Certificate in Organization Development Objectives

Certificate Participants say...

Connected theory to real life application. I was also impressed by the high caliber of experience and education of the instructors. I feel that I can apply what I've learned to my immediate position and future opportunities.

I liked the interaction, case studies and the group participation and sharing personal examples.

I've learned so much that can be applied to my professional life. I have also made great connections with people that have similar interests.

I valued networking with committed professionals!

Participants will be able to...

Module 1: Call to Action: What, So What, Now What?

- Define the field of organization development.
- Discuss the historical and theoretical roots of organization development.
- Understand how to apply OD models and systems perspectives.
- Describe and practice the process of establishing a partnership with initiative leaders.
- Identify key steps and issues in understanding mutual expectations.

Module 2: Understanding Organizations & Issues: What's Really Going on Here?

- Apply an open systems perspective when analyzing organizations and groups.
- Use organizational diagnostic models.
- Gather information, analyze issues and create recommendations.
- Plan the client feedback meeting.
- Identify and address ethical issues.

Module 3: Planning and Managing Change: What Will We Do About It?

- Determine if a variety of interventions are likely to be useful and beneficial given specific situations.
- Determine if the intervention should be directed toward an individual, work group, or the entire organization.
- Describe the key drivers of change and errors which typically threaten the success of large scale change efforts.
- Identify emotions and actions typically associated with the three phases of personal transition.
- Distinguish between organizational change and personal transition and appropriately apply change models.

Module 4: Implementation and Evaluation: How Will We Make it Happen & Measure Success?

- Develop an implementation plan for an OD intervention.
- Apply an evaluation model to an OD intervention.
- Develop a plan to evaluate the success of an OD intervention.
- Develop measurement indicators for the evaluation of an OD intervention.
- Plan for concluding the initiative or client engagement.

Through this comprehensive program you will develop skills, gain confidence, and build a regional network of experienced professionals. You'll explore, you'll experience, and you'll be invigorated.

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Instructors

Cathy Alper, Owner and Principal Consultant for C-Results, applies her 20-year background in organization development to increase communication and positive interaction in work groups. Cathy has fine-tuned communication for clients including Apple, Harley-Davidson, Allstate, McDonald's, Abbott Labs, The Centers for Disease Control, Kimberly Clark, and The Office of the Iowa Secretary of State. She has taught facilitation, consulting and small business skills internationally. She holds a BS in Growth and Development from the University of Wisconsin and a MA in Human Development from the University of Connecticut. She has published in *Pfeiffer Annuals*.

Daniel Stewart is an OD Consultant at Kohl's Corporation and leads large-scale organization development and change management efforts. Over the past eight years, he has been an internal and external OD practitioner delivering leadership and team development, organization design, coaching, strategic planning, and process improvement for companies like JetBlue Airways, Avaya Telecommunications, Lockheed Martin, and VC start-ups. Daniel holds a Master's degree in Organizational Communication and Development from the University of Colorado at Boulder. He has published in *Executive Excellence*, *Proposal Management*, and HR.com.

Michael L. Venn, Ph.D. is a founding Partner of Tradewinds Consulting, LLC. He has over twenty years experience as a consultant, leader, and educator. He has worked for, and consulted to, numerous Fortune 500 and privately held companies. Mike's areas of interest and expertise are leadership development, strategy execution, change enablement, assessment, organization development, facilitation, and training. Mike has written numerous articles for ASTD SEWI's *Discovery* and is co-author of *The Manager as Leader* (Praeger Publishers, 2006).

Mary Voelker is an organization development consultant who champions change efforts that increase individual, team, and organizational performance. Mary has an interdisciplinary Ph.D. in organization development from Marquette University and certification as a Senior Professional in Human Resources. Her work for profit and nonprofit organizations includes performance management, culture assessment, team building, succession planning, and meeting facilitation. Mary does volunteer consulting for the Nonprofit Center of Milwaukee and serves as an adjunct faculty member in the College of Business Administration at Marquette University.

Mary Wacker, President, M.B. Wacker Associates, focuses on life/work coaching, business performance systems and organizational change. Her company works with profit and not-for-profit businesses to develop high performance teams, leadership, and service systems. Mary is an accomplished national speaker and has written numerous training manuals, kits and programs. Her work has been cited in Milwaukee's *Business Journal*, the *Milwaukee Journal-Sentinel* and the *Small Business Times*. Mary is co-author of *Stories Trainers Tell: 55 Ready-to-Use Stories to Make Training Stick* (Jossey-Bass/Pfeiffer, 2003).

Belinda Weber, SPHR, CCP, is the OD Director leading the organizational performance and improvement practice at Kohl's Corporation. In both her current position and as a private consultant to a number of Fortune 500 clients, she has successfully positioned her clients to meet the challenges they face when planning and executing organizational strategies. Having over 20 years experience in both service industries and manufacturing, she has provided guidance during changes in organizational leadership, structural designs, and cultural shifts. Belinda has a Masters in Business Administration and holds a certification in Organizational Development. She is the Past President of GMA SHRM Chapter and has served as a team leader for the 2004- 2008 Wisconsin Forward Award Board of Examiners.

Certificate in Organization Development

Policies and Notes

We want your experience with the program to be a positive one. Here are a few things you should know before you register:

Acceptance into the Certificate in Organization Development

The Southeastern Wisconsin ASTD Chapter does not discriminate on the basis of gender, age, race, creed, or other unlawful characteristics. Although rare, the Chapter reserves the right to deny participation to those with insufficient background to be successful with the pace and expectations of the program.

Tuition Payments

Please register early to ensure seat availability. Your space in the program is confirmed after receipt of full tuition. Full tuition will be due by March 1, 2010 or with registrations received after that date. Seats may be relinquished to others if tuition is not received by the due date.

Textbooks

Participants will receive a syllabus outlining the required textbooks and reading assignments. Participants are responsible for purchasing or borrowing the books on their own. We recommend that you save your textbook receipts so they can be returned if the program is cancelled.

Program Cancellation

The Southeastern Wisconsin ASTD Chapter reserves the right to cancel the program due to insufficient enrollment in which case a full refund will be made.

Attendance

Participants are expected to attend all scheduled dates. No refunds will be made if a participant is unable to attend a scheduled date. Instructors and the program coordinator will work with the individual to determine a way to make up missed material.

Participant Withdrawal

Participants who withdraw from the program by February 5, 2010 will receive a full refund. A \$150 administrative fee will be retained for withdrawals on February 9 through 28, 2010. No refunds will be made after February 28, 2010. Substitutes and transferring to the next session are welcome.

To withdraw, call or email the Chapter Administrator: c.roper@sewi-astd.org (414) 908-4951 ext. 107 or the Committee Chair: Renita.switzer@aurora.org (414) 647-3079.

Inclement Weather and Other Unforeseen Events

In the event of inclement weather or other circumstances, attempts will be made to reschedule at a time conducive to the majority of participants. No refunds will be made to those who cannot or choose not to participate in rescheduled dates.