

PROGRAM SYLLABUS

Organizational Development

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO
INNOVATE HR



An overview

of what you can expect from this program

Build a better, more resilient organization

In an increasingly competitive and dynamic business environment, organizational development (OD) and design are becoming essential game-changers.

Whether it’s a sudden global crisis or the rapid advancement of technology, it’s more important than ever that your organization is able to keep up with the changing status quo and adapt accordingly. To win in today’s marketplace, businesses need to continuously improve their strategy, culture, internal processes, and optimize cross-departmental communication.

This Organizational Development Certificate Program is designed to equip you with the skills and expertise to help your organization thrive now and in the future.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	40 hours
	Access	12 months
	Structure	5 courses + capstone project / 17 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives



Organizational Development for HR

Enhance your HR toolkit with Organizational Development expertise and get the skills you need to future-proof your organization.



Organizational Culture & Change

Discover what it takes to create and sustain an organizational culture, as well as how to successfully implement culture change.



Consulting & Communication Skills

Learn to connect and communicate effectively with key stakeholders and use consulting techniques when implementing OD interventions.



Organizational Design

Gain the knowledge you need to build your own Organizational Design program, from OD models to data gathering.

The perfect fit for

This course is for forward-thinking HR professionals who want to help their organization improve and adapt to external pressures. This certificate program will give you a holistic view of Organizational Development and will help you develop the skills and savvy needed to understand and implement key OD interventions aimed at organizational change.

Curriculum structure

Practical. Comprehensive. Game changing.

• 5 MODULES

Organizational Development

• 2 MODULES

Consulting & Communication Skills

• 4 MODULES

Organizational Design

• 3 MODULES

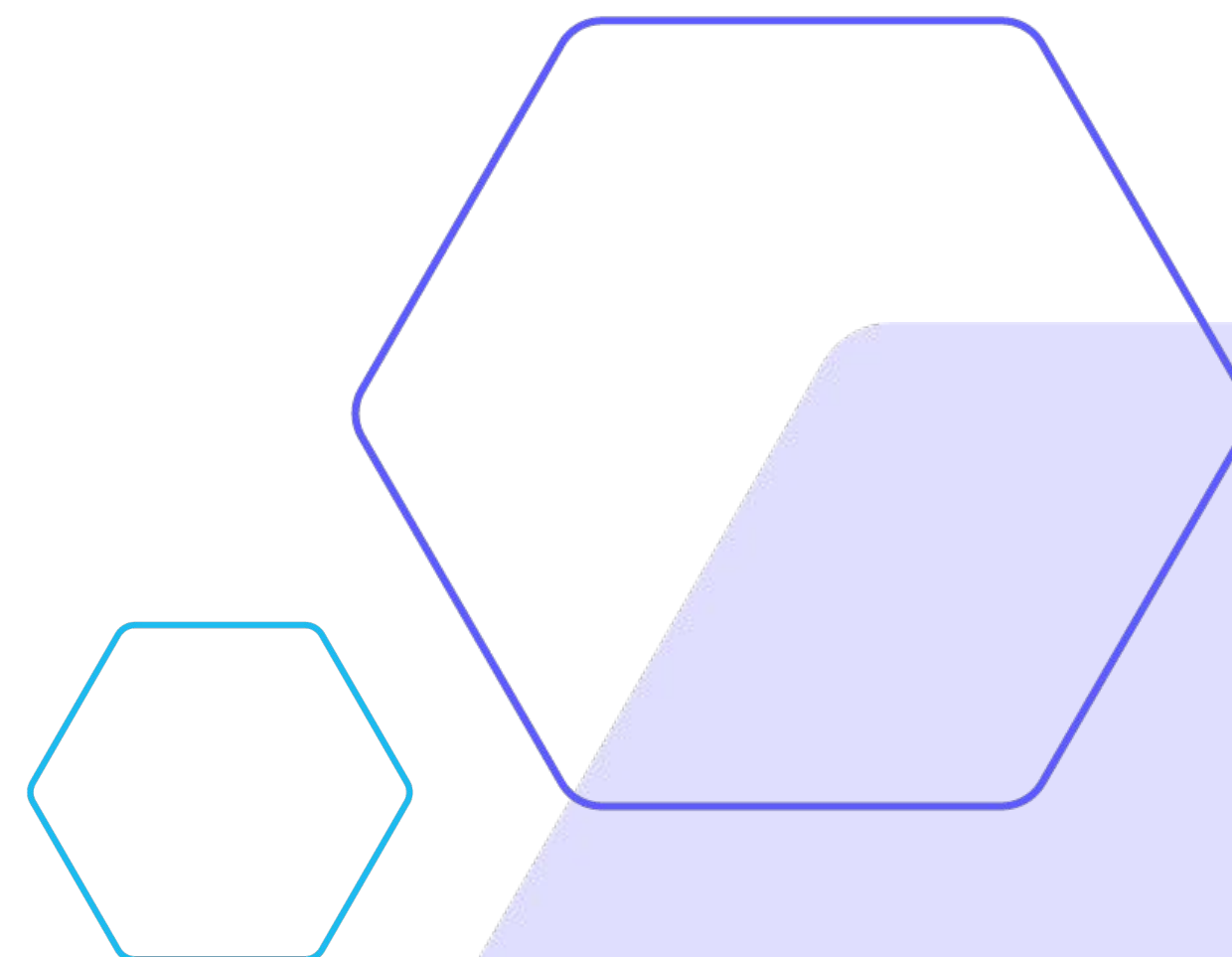
HR Operating Models

• 3 MODULES

Organizational Culture

• 1 MODULE

Capstone Project



A detailed look

at the curriculum and modules

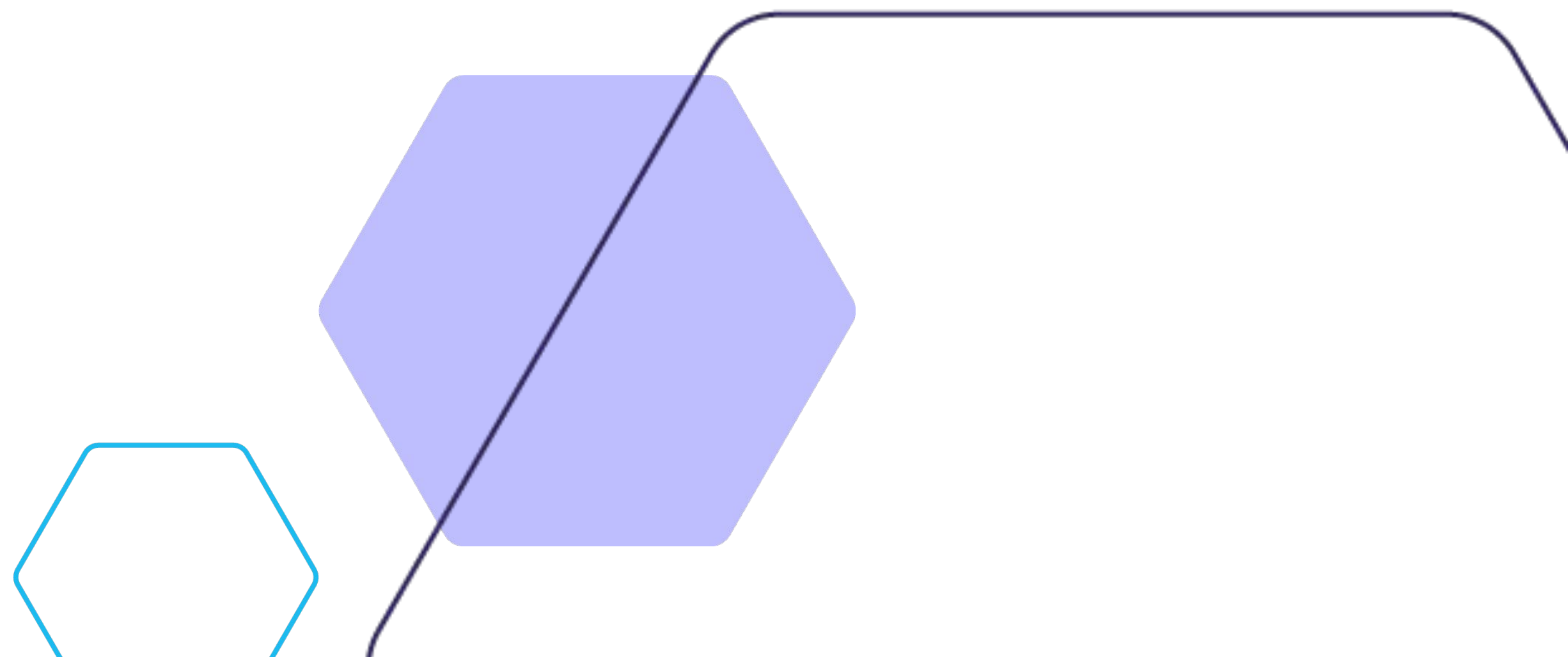
5 MODULES

Organizational Development

In the first course, you will take a deep dive into Organizational Development from an HR perspective. After taking a closer look at the definition, values, and characteristics of OD, you will explore the Organizational Development cycle, both in theory and practice.

From diagnostics to designing interventions and evaluating the impact, you will immerse yourself in the Organizational Development cycle. You will do this by studying key concepts and theories, but also the practical side through exercises and assignments.

- **What is OD? Theories and Principles**
- **Contrasting OD Cycles**
- **Entry, Contracting and Co-Assessing**
- **Co-Intervening and Co-Evaluating**
- **Endings and Exit**





2 MODULES

Consulting & Communication Skills

In this course, you will discover what communication patterns to monitor in order to detect and consult on the core issues of the organization. You will also develop the ability to connect and communicate effectively with key stakeholders and learn consulting techniques that you can use when implementing OD interventions.

- **Communication Skills**
- **Consulting Skills**

4 MODULES

Organizational Design

It's time to focus on one of the most common OD interventions: Organization Design. You will learn how to set up a successful Organizational Design program, from recognizing triggers, through selecting the right model, to applying the Org Design process and overcoming common obstacles. After this course, you will have the knowledge and confidence necessary to add Organizational Design to your HR toolkit.

- **Introduction to Organization Design**
- **Organization Analysis**
- **Approaching an Organization Design Project**
- **Applying Org Design in Practice**



3 MODULES

HR Operating Models

Learn how to use different HR Operating Models to design the HR function so that you can achieve departmental and organizational goals with maximum efficiency. This course will take you step by step through the process of designing an HR Operating Model, and help you understand what will work best for your organization.

- **Designing an HR Operating Model**
- **Key Factors to Consider**
- **Models in Action & Alternatives**

3 MODULES

Organization Culture

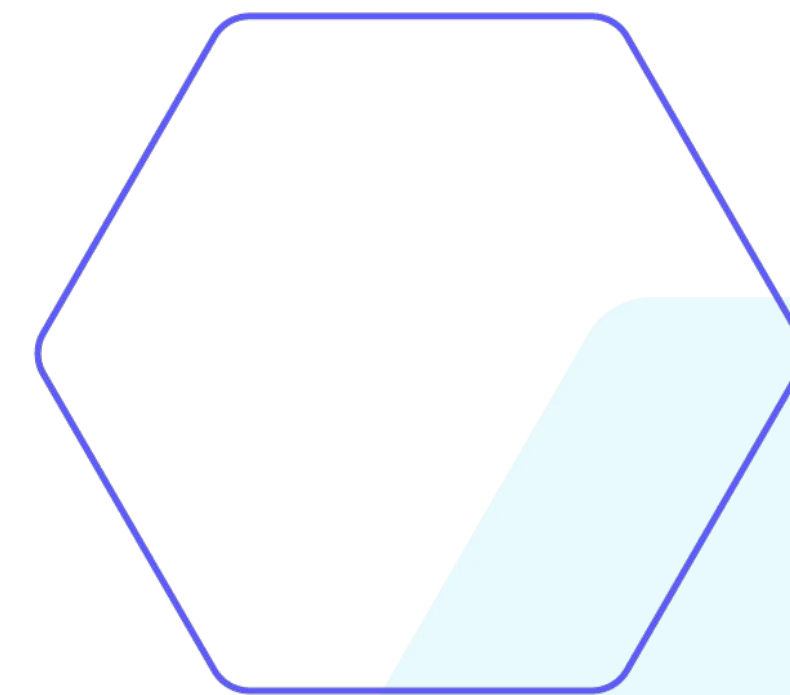
Finally, you will shift your focus to organizational culture. By the end of this course, you will have an in-depth understanding of organization culture and how it impacts the business. You will know how to design cultural foundations, perform a current state analysis, and implement a culture change while managing the change process.

- **Organization Culture**
- **Designing the Desired Culture**
- **Changing Culture**

1 MODULE

Capstone Project

The capstone project will help you put your newly acquired knowledge and skills into practice. Within the framework of a case study you will be asked to go through an entire OD cycle and implement an Org Design model. To round up your skills, you'll create an outline of your organizational culture. By the end of the project you'll be able to confidently use your new skills and knowledge.



Proven online learning for Human Resources Professionals



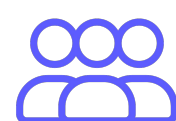
Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



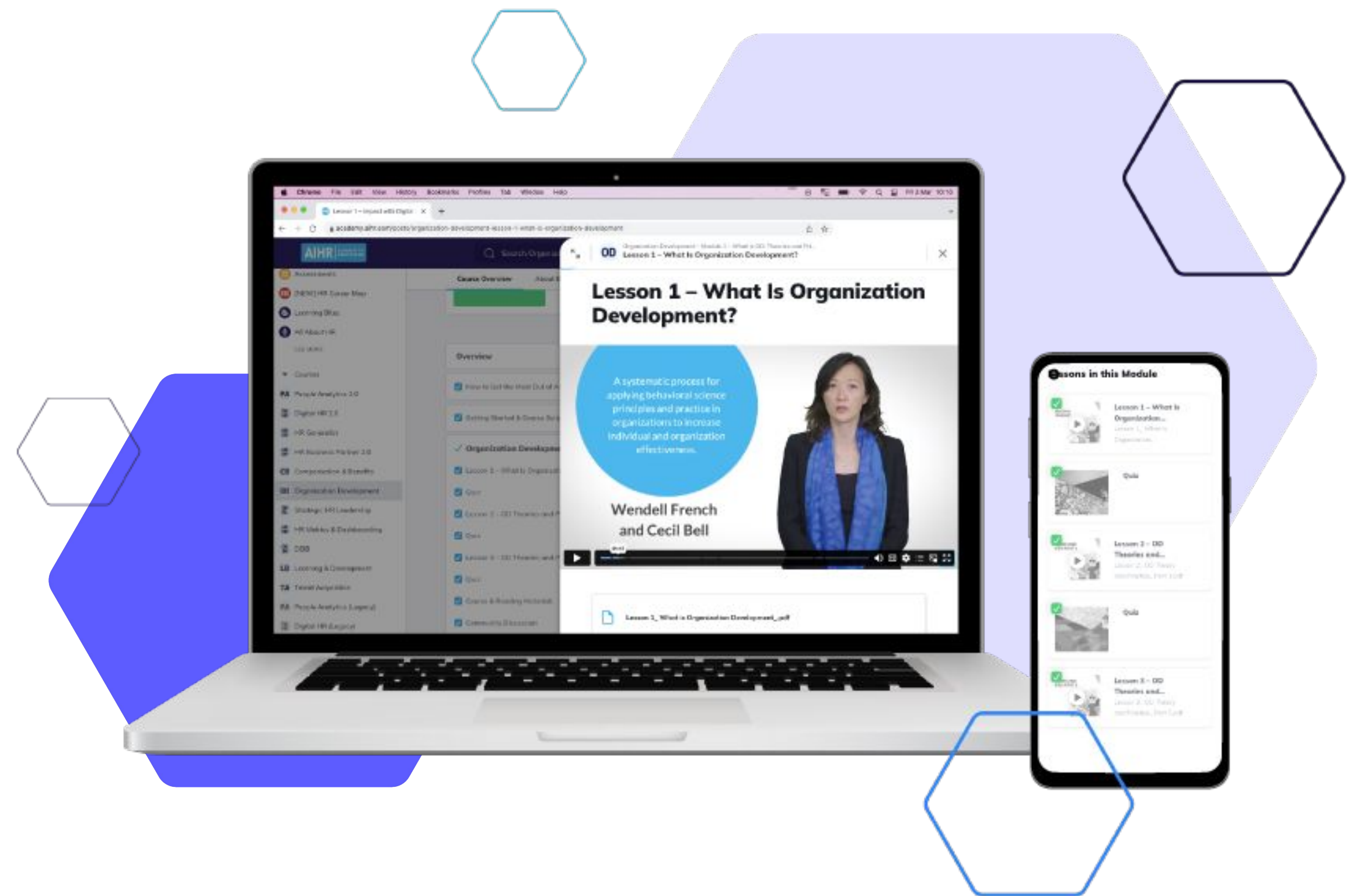
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

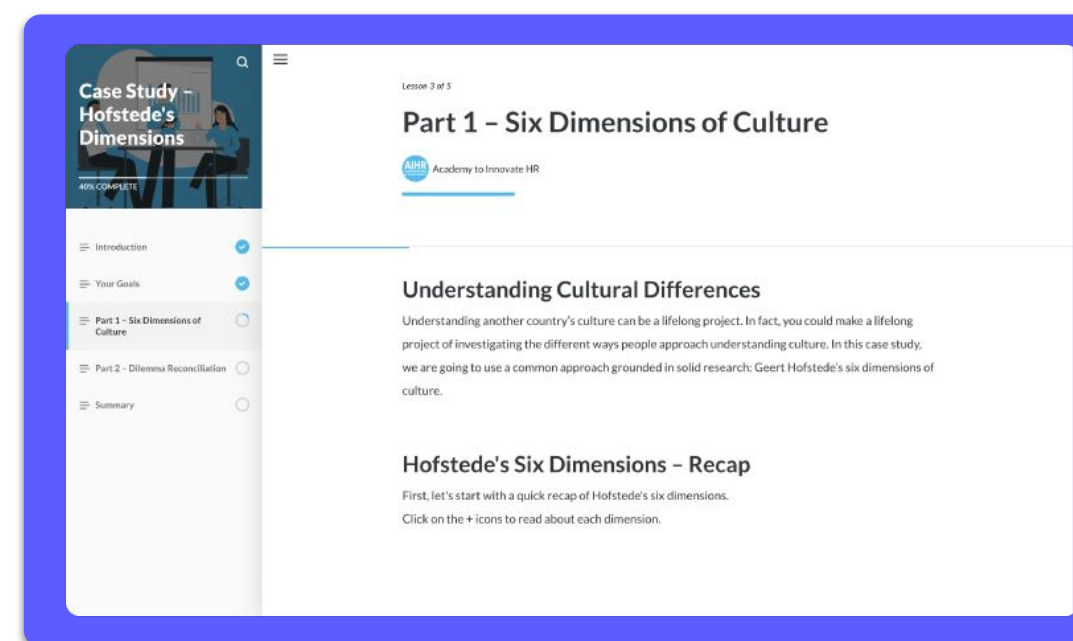
of lessons and course materials



Engaging video lessons

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Turn your new knowledge into practical skills with a range of practical activities.

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- ✓ Create your student account
- ✓ Happy learning!



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