



Derek Hendrikz Consulting Presents:

Organisational Dynamics & Development

Duration:	3-days
Max. Participants:	20
Facilitators:	1
NQF Level:	5
SETQAA Accreditation:	Services SETA – Decision Number 2072

About the workshop:

The Organisational Development (OD) and Dynamics programme is aimed at enhancing organisational growth and development through the understanding and implementation of effective OD initiatives. OD is the process through which an organization develops the internal capacity to most efficiently and effectively provide its mission work and to sustain itself over the long term. A holistic methodology is used and learners will use workplace examples to apply knowledge through out the work session.

The workshop outcome:

On completion of this workshop the participant should be able to effectively implement and manage an organisational development intervention.

Workshop Objectives:

Participants will achieve the workshop outcome by being able to:

- Create organisational interdependence through the development of organisational leaders and managers.
- Understand the organisational system.
- Implement organisational change initiatives.
- Understand organisational behaviour.
- Establish organisational culture that is conducive to growth and development initiatives.
- Take a leadership role in change initiatives.
- Establish organisational transformation through effective strategy initiatives.
- Construct and implement an OD intervention.
- Understand and establish High Performance Systems (HPS).
- Develop the learning organisation and work with organisational learning disabilities.

Included:

All programme materials and handouts and the issuing of a certificate on completion of programme. Permanent record will be kept of all results and assessments..

Training methodology:

The methodology is based on interactive learning, i.e. learners will learn by doing. Furthermore learners will use examples from their own organisations, thus ensuring that the learning is anchored at their workplace.

As with all DHC training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.

Programme:

Time:	Day 1:	Day 2:	Day 3:
08:00-10:00	The management / leadership crucible	Organisational behaviour	Transformation through strategy
10:00-10:30	<i>Convenience Break</i>		
10:30-12:30	The organisation system	Establishing organisational culture	Constructing the OD intervention
12:30-13:30	<i>Lunch</i>		
13:30-15:00	Organisational change	Leading change	High performing systems and the learning organisation
15:00-15:15	<i>Convenience Break</i>		
15:15-16:00	Day Review	Day Review	Programme Evaluation

Who should attend?

- Management on all levels.
- Organisational Development Managers; Practitioners and Change Agents.
- HR & Human Capital Managers and staff.
- Any person who is interested in understanding organisational dynamics and development.

Day 1:***The Management / Leadership Crucible:***

- Understanding the management / leadership crucible.
- Organisational entropy vs. evolution.
- The role and function of organisational leadership.
- The role and function of organisational management.
- The problem of blurred boundaries.
- Creating organisational interdependence.

The Organisation System:

- Purpose (mission) vs. Strategic Intent (vision).
- Creating a frame through mission and values.
- Energising the organisation through vision.
- Creating movement through strategy.
- Stabilising the organisation through structure and policy.
- Six ways of understanding the organisational system.

Organisational Change:

- Change vs. Transformation.
- Managing resistance to change.
- Managing change: Lewin's model.
- Managing change: Action research.
- Managing change: Organisational Development (OD).
- Managing change: The Phendula Model.

Day 2:***Organisational Behaviour:***

- Foundations of individual behaviour.
- Foundations of group behaviour.
- The power of perceptions.
- Understanding human motivation.

Establishing Organisational Culture:

- The defining factors of organisational culture.
- Manifestations of organisational culture.
- Perceived culture vs. real culture.
- Developing and internalising organisational culture.

Leading Change:

- Role of the OD Consultant.
- The OD consultant as change agent.
- Intervention styles and techniques.
- Developing the trust relationship.
- Creating a climate for change.
- Establishing a place of authority.

Day 3:***Transformation through Strategy:***

- Closing the gap between desired and current reality.
- Models of strategy.
- The V-5 system of directing strategy.
- Creating interdependent alignment.

Constructing the OD Intervention:

- Establishing the need.
- Negotiating support.
- Developing the model.
- Approving the plan.

High Performing Systems and the Learning Organisation:

- Understanding High Performance Systems (HPS).
- Organisational Reengineering.
- The Learning Organisation.
- Working with Organisational Learning Disabilities.

Derek Hendrikz Consulting cc:

(1997/060793/23)

- Tel: 012 567 2824
- Fax: 012 543 3292
- E-mail: hello@derekhendrikz.com
- URL: www.derekhendrikz.co.za
- P. O. Box 14557, Sinoville, 0129, South Africa

**Beyond Comparison!**