



MDF

EMPOWERING PEOPLE,
CREATING IMPACT

Organisational Development & Change

(Blended course)

Shape organisational change

Online: 05 to 23 Sep 2022

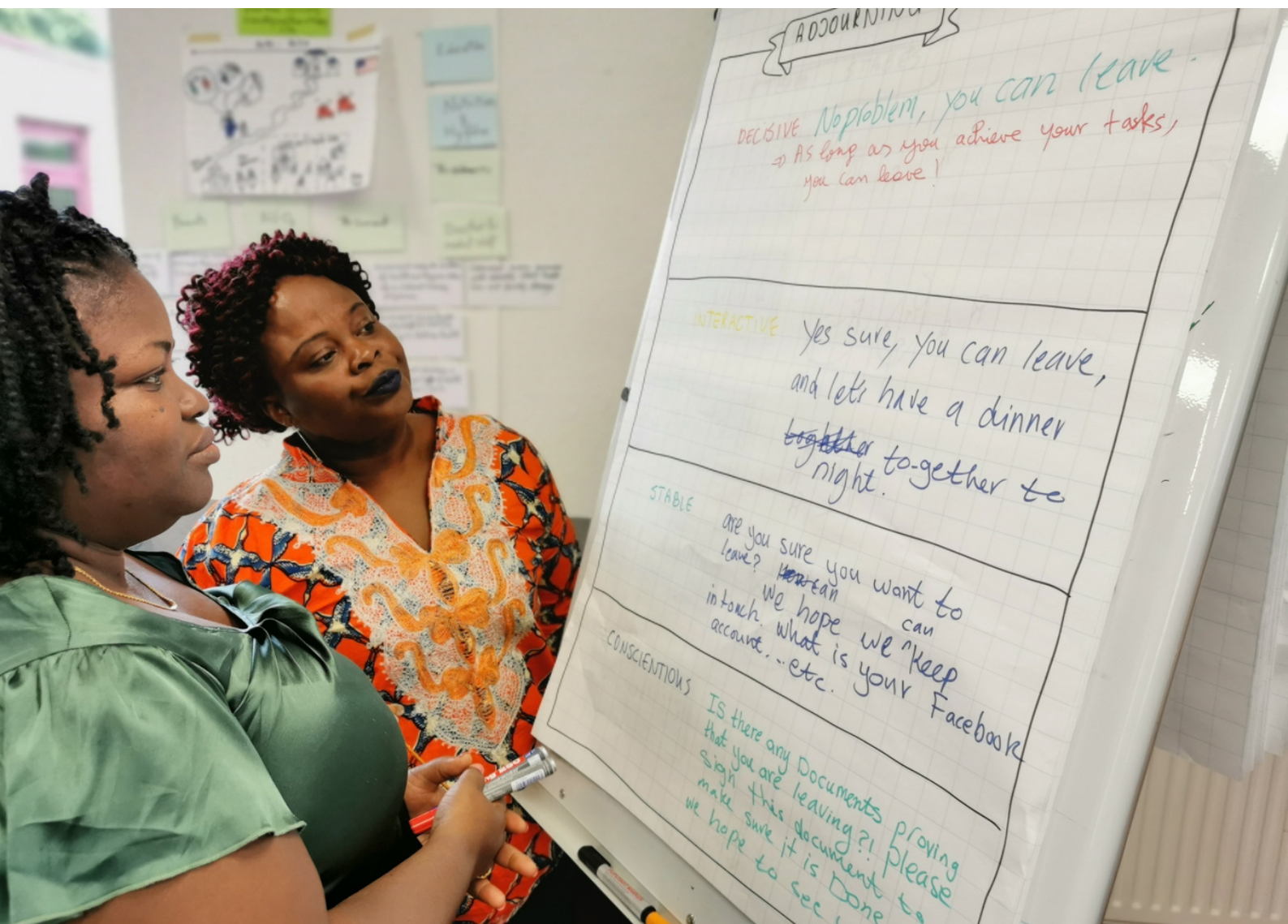
Face-to-face: 26 to 30 Sep 2022



Why our course

There is an increasing demand for professionals who can steer change processes, be it in their organisation or a coalition of partner organisations. But for most practitioners, clearly defining ambitious goals for change and adequately giving shape to a change process remains a challenge.

This course will guide you through a step-by-step methodology to steer a change process. You will learn to work with Appreciative Inquiry, a strengths-based, positive approach to organisational change. You will reflect on yourself as a change agent, get a better understanding of the complex change dynamics in organisations and define how to choose the most suitable interventions for your case.



You will learn to

- ↪ Get acquainted with Appreciative Inquiry, an inspiring approach for shaping change
- ↪ Work with proven 'diagnostic' tools (e.g. organisational analysis checklists) as well as 'dialogic' tools (e.g. appreciative interviewing)
- ↪ Reflect on your role as Organisational Development practitioner
- ↪ Acquire the skills and tools you need to lead or facilitate a change process
- ↪ Define your own organisational ambitions and develop a change action plan for your own case
- ↪ Measure your experiences with your fellow participants and understand how Organisational Change works in practice

Key Points

- ↪ Understanding organisations
- ↪ Appreciative Inquiry as an approach to organisational change and development
- ↪ Defining your own ambitions for change in co-creation with relevant stakeholders
- ↪ Improving your understanding of yourself as a change agent
- ↪ Tools for designing a change process
- ↪ Choosing the right interventions for your change process
- ↪ Developing a change action plan

What you can expect

Blended training

In this course, we offer you a blended learning trajectory, combining online learning and face-to-face training. During the first three weeks of the course, you learn by distance through the online learning platform. This online portion takes about 2-3 hours per week. The face-to-face part comprises 5 days in Ede, the Netherlands.

Online start week 1-3

Get acquainted with the course programme, training methodology and each other. Key Organisational Development concepts and tools will be introduced and you will explore main challenges in your organisation and define your ambition for change.

Face-to-face

Day 1

Start to create a vision of the desired situation and develop your personal plan.

Day 2

Who am I as a change agent?

Explore your role as OD practitioner and what practical steps you can take to make change happen.

Day 3

Explore how change is promoted in an organisation and what the role of the 'human factor' in change is.

Day 4

Design the change process, select, and practice with a number of change interventions and tools.

Day 5

Identify the next steps in promoting your personal development as well as the learning in your organisation.

Our participants come from





I gained a lot of confidence and tools to steer the development of my organisation. The methods of this course are professional, diverse and creative, fit for the different profiles in our group. The training style was fluid and engaging, and the trainer was available to support with case-to-case situations and to give friendly advice at all times.



I had the opportunity to be a part of the training in organisational development, which has given me deep insight about the topic and strengthened my skill set.

Your profile

You are a professional who is leading, facilitating or advising on a process of organisational development in your own organisation or in partners.

Terms and conditions

Read more about our cancellation policy, visa requirements and insurances on our [Frequently Asked Questions](#) page.

Accreditation

Our ISO 9001:2015 certification ensures that we apply a suite of widely recognised and professionally accepted management systems that are robust and reliable.



Our methodology

The course embeds the recent thinking regarding learning— the idea that learning is not limited to just the classroom but is most effective among peers at work. Therefore, we focus on a mixture of theory and practice, both within groups and individually.

The didactical approach used is based on experiential learning combined with brain-centred learning principles. The pedagogy invites learners to understand and build upon the power of success and opportunities versus problem-based thinking and engage actively. You will work on your individual learning objectives and your own work reality will be mirrored against other cases and theories. During the whole trajectory, trainers are available for feedback and answering questions, especially throughout the training days. When extra coaching and advice is required, the trainer(s) will be there to assist you.

For self-paced learning activities, we use Moodle, MDF's learning platform, and a special working space on Mural, along with fixed moments of presential learning (webinars in Zoom, personal and group coaching via Zoom, Skype or WhatsApp).

Each week you'll have access to different learning modules. Each module consists of an introduction and a set of activities. The 25 learning hours are spread over four weeks, with an expected learning intensity of two hours per day from Monday to Friday. There are mandatory assignments for each week to be completed and optional activities to do.

The online learning consists of three different learning modalities:

Webinars – Webinars are scheduled at fixed times (and last about 2 hours) in such a way that everyone can join, even those participating from different continents. We'll introduce and explain theories, but also allow you to reflect and apply the concepts to your case.

Self-paced learning – The self-paced learning takes place in the two weeks prior to the kick-off webinar as well as during the online training days. There are exercises you will do together with your fellow practitioners in buddy groups.

Optional Q&A moments – Shorter Zoom/Skype/WhatsApp moments for individual questions or feedback.

Registration

Until 01 Sep 2022
registration@mdf.nl

Costs

€ 2250

Dates and location

Online: 05 to 23 Sep 2022
Face-to-face: 26 to 30 Sep 2022

Location: Ede, Netherlands

Ask the trainer!



 [Ruud Meijer](#)

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