

CERTIFICATE PROGRAM PROCESS-ORIENTED ORGANIZATIONAL DEVELOPMENT AND CHANGE MANAGEMENT

in Kooperation mit



The transformation of a process-oriented organization is a change project that can trigger resistance. The consideration of social dynamics in organizational change situations is an important criterion for success.

In this certificate program, you will learn the methods and principles of systemic organizational development and change management.

Process-oriented Organizational Development and Change Management	
Module OE1	3 days
Organizational Development Basics & Personal Mastery	
Module OE2	3 days
Leading and acting in a complex environment	
Module OE3	3 days
Group dynamics and team development	
Module OE4	3 days
Implement Process Management Projects in organizations	
Colloquium as certificate examination	1,5 days
Certification as Process-oriented Organizational Developer with TÜV Rheinland Certified Qualification	
Package price 7,690.- Euro net (examination fee included)	

Prerequisites

University degree (or comparable degree)

+ approx. 2 years of professional experience

+ certificate program "Process-oriented Organizational Development" at BPM&O Akademie

or:

Highschool diploma (Abitur)/vocational baccalaureate diploma/secondary school diploma with vocational training (or comparable degree)

+ approx. 5 years of professional experience

+ certificate program "Process-oriented Organizational Development" at BPM&O Akademie

Package price € 7,690 net

After completing the seminar program, the colloquium as a certificate examination for "**Process-oriented Organizational Developer with TÜV Rheinland Certified Qualification**" takes place. The examination fee is € 749 net and included in the package price of €7,690 net.



Please visit our website for current dates: www.bpmo-akademie.de

Please note: The open seminar dates are only available in German. We offer the conduct of this certificate program in English as in-house training. For further information, please do not hesitate to contact us!

Module OE1 – Organizational Development Basics & Personal Mastery (3 days)

The introduction and development of process management is an organizational change project that can trigger resistance. The consideration of social dynamics in organizational change situations is therefore an important criterion for success.

- Basics of systemic organizational development and Change Management
- Personal Mastery (self-guidance)
- Understanding of roles for consultants and managers
- Systemic order clarification
- Design and support of organizational development processes
- Case studies and practical cases

Module OE2 – Leading and acting in a complex environment (3 days)

Globalization, leaps in technological progress and fluctuating market loads create a complex environment for all organizations. In order to recognize complexity and to act successfully in it, new thinking and leadership models are required.

- Leading and acting in a complex environment (including a business game)
- Making decisions in complex situations
- Systemic interventions
- Solution-focused consulting
- Leading in change processes

Module OE 3 – Group dynamics and team development (3 days)

Working with teams is very important in change processes. Successful management teams are being supported in change projects at the implementation of the change. Teams of an organization are guided through the change as an elementary part and must "bring it to life". Resistance and conflicts within and between teams are to be expected in the change and can therefore be used constructively.

- Difficult situations in groups
- Dealing with resistance and conflicts
- Team phases and team development
- Feedback methods
- Design of workshops

Module OE 4 – Implement Process Management Projects in organizations (3 days)

The successful implementation of process management projects requires a systematic development of the organization: Change Management.

- Process management as a trigger for organizational change
- Architectures and procedure models for change projects
- Agile methods in the organizational development
- Implementation of process management projects
- Cooperation between line and process organization
- Fostering the process-oriented organization and process culture
- Concepts for communication