

# PROFESSIONAL DIPLOMA IN ORGANISATIONAL DEVELOPMENT AND TRANSFORMATION

## Overview

NFQ Level 9, Special Purpose Award

The Professional Diploma in Organisational Development and Transformation is a part-time programme taken over six months. The programme has two intakes per year: one in Autumn and one in Spring.

## Programme Requirements

For information about modules, module choice, options and credit weightings, please go to Programme Requirements (p. 1).

## Programme Requirements

Code	Title	Credits
Students take 30 credits as follows:		
<i>Core Modules</i>		
IM6007	Organisational Development - Overview, Concept and Strategy	5
IM6008	The OD Consultant - Ethics, Culture and Politics	5
IM6009	Talent and Individual Interventions	5
IM6010	Team Dynamics, Decision Making and Group Interventions	5
IM6011	Organisational Interventions and Cultural Dynamics	5
IM6012	Large Scale Advanced and Complex Change Interventions	5
<b>Total Credits</b>		<b>30</b>

## Examinations

Full details and regulations governing Examinations for each programme will be contained in the *Marks and Standards Book* and for each module in the *Book of Modules*.

## Programme Learning Outcomes

**Programme Learning Outcomes for Professional Diploma in Organisational Development and Transformation (NFQ Level 9, Special Purpose Award)**

On successful completion of this programme, students should be able to:

- Assess the relevance and suitability of individual and group processes to deliver ethical and effective interventions;
  - Design and implement appropriate interventions based on the ability to interpret and synthesise both organisational factors and best practice OD and change methodologies;
  - Evaluate, interpret and manage the effect that organisational dynamics and managerial effectiveness have on the design, implementation and embedding of OD and change programmes.
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- Appraise the current circumstances in their own organisation from an organisational development (OD) perspective and assess their organisation's readiness to support change;
  - Critically assess and appraise the relevant models of organisational development and change in order to select appropriate theoretical frameworks on which to base organisational interventions;
  - Analyse and interpret relevant approaches to ensure that organisational development and change initiatives are moderated by their understanding of ethics, culture, power, politics and other organisational dynamics;