

Certificate in Organization Development



Understanding the dynamics and process of change is critical to ensuring that organizations keep pace with the changing marketplace. Organization Development is a powerful strategic approach to furthering business objectives. Through the use of organization development, businesses are

tapping into the resources within their employees at all levels, fostering a stronger workplace dynamic that supports on-going change, and enabling higher levels of productivity and effectiveness organization-wide.

The Georgetown University Organization Development Executive Certificate Program will provide you with the knowledge, skills, tools and perspectives to support organizations through on-going change that will help them stay on the leading edge in today's marketplace. The program focuses on building high performance organizations while paying attention to human resources. The program includes real work with clients, with just-in-time learning emphasized, and is suited to both internal and external organization development consultancies.

Faculty Advisors

Becky Choi - founder of groupforward, LLC, and has been helping organizations and leaders understand and leverage their individual and group dynamics since 1991. Since 2001, groupforward, LLC has been helping organizations build efficient, productive, high performing teams, and strong leaders that achieve sustainable results.

Shirley Gross - Shirley has 25 years of experience in organization development working with individuals and groups in both the private and public sectors. Shirley prides herself on being able to help individuals and groups see the value of multiple and diverse views and integrate them to achieve creative, collaborative solutions.

Registration

CCPE.GEORGETOWN.EDU

Please visit us online for course descriptions, faculty bios, and online registration.

202.687.7000

You may also call to speak with a program advisor.

Location & Times

Courses take place at the Georgetown University Clarendon Campus 3101 Wilson Blvd, Suite 200, Arlington, VA 22201

Across from the Clarendon Metro station

Courses meet on Thursday, Friday & Saturday from 8:30am to 5:30pm.

Tuition

Total certificate tuition	\$10,250.00
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Contact the CCPE office for group registration rates.

Required Courses

Foundations of Organization Development: Theoretical Framework	28hrs	January 27, 28, 29 & 30
Ethics and the Role of the Consultant in Organization Development	24hrs	February 25, 26 & 27
Organization Assessment and Intervention Designs: Understanding the Data and its Potential Impact	24hrs	March 25, 26 & 27
The Feedback Process: Connecting Feedback Data to the Organization's Business Objectives	24hrs	April 22, 23 & 24
The Art & Science of Intervention: Moving to Action	24hrs	May 27, 28 & 29
Organization development Program Integration: Making Meaning, Assessing Objectives and moving into the Business Community	24hrs	June 24, 25 & 26

Next Steps

Applications are being accepted now on our website.
Requirements include:

- Application
- Resume
- Short-Essay responses
- Letter of Recommendation

Deadline: December 21, 2009

For More Information Contact:

(202) 687-7000
ccpeod@georgetown.edu
<http://ccpe.georgetown.edu>

Prerequisites

A bachelor's degree, plus seven or more years of professional experience as a change agent, manager or leader OR a master's degree in business, education, psychology, or related fields, plus two years of experience in a management or leadership role

Openness to feedback, a capacity for self-examination and challenging one's own beliefs

Certificate Requirements

Students meet for six three-day intensive workshops over a six month period. In total, students complete 144 hours of coursework over 18 days of classes. The estimated level of effort outside the classroom is 10 to 20 hours per week throughout the 6-month program. The program culminates with an oral debrief and critique of the intervention, including observations from the Learning Team Advisor, and a final written paper of 20 to 25 pages in length.

Continuing Education Units (CEUs)

A minimum of 14.4 CEUs or 144 contact hours must be earned to obtain the Certificate in Organization Development.