ONLINE · **SUSTAINABLE DEVELOPMENT**

ORGANIZATIONAL DEVELOPMENT AND CHANGE MANAGEMENT CERTIFICATION PROGRAMME

🕐 **8 WEEKS, 60 HOURS**

Information Note

International Labour Organization

ITC International Training Centre

OVERVIEW

SNAPSHOT OF THE COURSE

In today's dynamic world, organizations across all sectors must remain adaptable to external shifts whilst nurturing an internal capacity for change. By providing structure, communication, and employee involvement, effective change management promotes resilience, encourages innovation, and maintains employee morale, contributing to long-term organizational growth and sustainability.

This tutor-based online certification programme provides a step-by-step guide through the change management process, understanding its evolution and most prominent theories; reflecting on the key enabling factors and challenges; and applying adequate methods and practical tools such as the development of a change management plan tailored to each participant which will ensure its relevance and use even after the end of the course. Exposure to both theory and practice ensures that participants not only comprehend theoretical concepts but also develop the practical skillset and acumen necessary for successful change management initiatives in their respective work environments.

WHAT

WHAT TOPICS DOES THIS COURSE COVER?

- Change management process and steps
- Key constraints and success factors
- Change management plan
- Transformation vision
- Change analysis
- Stakeholder mapping and engagement
- Change management competencies
- Adoption and sustainability measures
- Reporting

DELIVERY MODE

This course is designed to provide comprehensive support for your learning journey. It includes eight self-paced modules, as well as knowledge tests, weekly individual assignments, case studies and a debate forum to foster group discussion. The estimated required effort is of 7 hours per week.

KEY FEATURES

LATEST TRENDS

Learn, unlearn, re-learn: reinterpret pedagogical concepts for the 21st Century classroom

PARTICIPATION

Take an active role: experience the training cycle through a competency-based approach

INNOVATION

Do it differently: active learning methods, digital engagement tools, gamified approaches, creative thinking

PROJECT-BASED

Take it to the next level: demonstrate knowledge and skills in applying core trainer's competencies

Furthermore, a tutor will provide you with individual feedback on your work, and a synchronous learning space will be created during the weekly online events, which last approximately 90 minutes. We believe that this combination of self-paced modules, interactive activities, and individual support/coaching will help you to gain practical competencies to design, manage and implement change.

WHY

WHY SHOULD I JOIN?

This course is delivered through distance learning and deployed on the ITCILO e-Campus. It frees you from the classroom and gives you the flexibility to complete the learning modules at your own pace, within the module and course timeframe, and to work on weekly assignments within your schedule. Furthermore:

- The course was developed and is implemented by change management experts and practitioners, drawing on real-life scenarios.
- The course takes advantage of practical case studies from different countries as well as relevant reports from various UN agencies.
- Participants are challenged to work on their own case studies, ensuring a hands-on learning experience and enabling access to key change management tools.

- Successful participants receive a professional certification attesting their capacity to effectively implement change management initiatives.
- Receive individualized feedback and tutoring, while building your international network.
- Participants keep access to the e-Campus course training materials and references.

WHO

WHO ATTENDS THIS COURSE?

This course is designed for professionals involved in institutional capacity building and organizational development, whether they are professionals leading, facilitating, or advising on such initiatives and change management. The course draws on scenarios particularly from the world of development cooperation, coordinated by international development agencies, civil society organizations, government sectors, NGOs, and the private sector.

In this regard, the course is intended for professionals who wish to promote change within organizations, understand and shape organizational structures, systems, strategies, and culture, and navigate the complexities of system capacities beyond individual capabilities and training. This goes in line with the holistic nature of change management which requires contribution at the individual, team, and organizational levels.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges

- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges

- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
Organizational Development and Project
Services Programme (ODPS)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

odps@itcilo.org
www.itcilo.org