

ADVANCED PROGRAMME IN ORGANISATION DEVELOPMENT AND CHANGE

PROGRAMME LEADER

Dr L Mee-Yan Cheung-Judge

MODULE 1

1 and 2 November 2016

MODULE 2

24 and 25 January 2017

LOCATION

Wotton House, Guildford Road,
Dorking, RH5 6HS

ABOUT THIS PROGRAMME

This advanced programme is designed to build the capability and confidence of senior HR, L&D, and OD professionals to work effectively within their organisations, and to bring about more successful and sustainable change outcomes.

The programme has been based on a cycle of learning processes, and uses a variety of learning interventions to ensure that delegates develop throughout the programme, and enhance the range of practice they can subsequently use.

It will be led by the internationally acclaimed OD scholar/practitioner Dr Mee-Yan Cheung-Judge, who will bring her wealth of experience working across sectors, cultures and change programmes to this highly interactive programme.

THE PROGRAMME IN OUTLINE

Before first module

- Pre-reading and reflection

MODULE 1 - 1 and 2 November 2016

Between Modules 1 and 2

- Work back in own organisation on a real-time change activity
- Support and accountability groups
- Further reading

MODULE 2 - 24 and 25 January 2017

A full reference pack of material will be provided for future use.

THE MODULES IN MORE DETAIL

The modules will provide a learning and reflective environment to sharpen the 'what' and 'how' of intervention to effect change, and the use of self as an instrument of change. They will cover the following areas of practice and be reviewed across different levels – intrapersonal, interpersonal, group, intergroup, sub system, inter sub system, and system.

- Stock taking.
- Overview of change.
- The "living system" OD change approaches.
- Complexity landscape in change.
- Back room, front room and psychological matters.
- Planning or no planning.
- Culture and behavioural patterns and change.
- Theoretical perspectives in change.
- How to support and educate leaders to be better change masters.
- Methodological approaches to support complex change.
- Evaluation and measurement in complex change.
- Use of self – how to 'sharpen the saw' to increase our effectiveness.

DELEGATES

Typically, delegates will be HR, L&D, OD professionals with 7-8 years experience of supporting organisational change.

They will already have an understanding of how organisations operate, but come with a desire to learn in more depth about this, OD, change and how they themselves can be used as an instrument to effect change.

Ideally, delegates will come with real change cases to work on, and it would be particularly beneficial to have at least one other colleague on the programme.

BENEFITS OF ATTENDING

- Delegates will gain an understanding of key change methodologies and their applications.
- They will improve their own ability to impact change initiatives.
- They will be able to apply their learning to impact and influence their organisations more effectively.

"CRF is peerless in the field of HR thought leadership, bringing together the best of academic thinking and real world application. This creates a stimulating – often provocative – but always constructive environment in which to share ideas and learn. Nobody does it better."

DAN SIMPSON

Head of Talent, Siemens UK



PROGRAMME LEADER

DR L MEE-YAN CHEUNG-JUDGE BSC, MA, PH.D.

Dr Mee-Yan Cheung-Judge is the creator and driving force behind Quality & Equality Ltd, which she founded after a distinguished career in academia and in the marketplace. She is a "scholar-practitioner" in the field of Organisation Development.

She has worked directly with a number of organisations across sectors and industries to deliver powerful transformational change, for which she is well-known. She led the world's largest change in BBC – involving 17,000 people to co-construct the future of BBC; she has led major cultural change in a number of global pharmaceutical, retail, energy, and media organisations. Mee-Yan was the lead consultant to transform the state-owned multi-media organisation in UAE over 24 months. In late 2012, she was appointed as the senior international consultant to the State of Singapore to support their nation-wide public service transformation programme. Currently she is supporting two global organisations in post-acquisition integration as part of their high growth strategy - aligning business ambitions with "fitter" quality of leadership, core processes, culture of innovation and agility as well as behavioural patterns.

Mee-Yan teaches on major governmental and corporate Top Management Programmes. She is a senior visiting Fellow of Roffey Park Management Institute in the UK, a Senior Fellow of the Singapore Civil Service College, the Dean of the NTL/Q&E OD certificate programme in Europe, a guest faculty on the Gestalt Certificate Programme in UK, a guest faculty in IDDI – the executive Institute of the Universidad Francisco de Vitoria in Madrid Spain, and a faculty of the Duke University Executive Leadership Programme. She is a professional member of the NTL Institute (the founding institute of the field of Organisation Development), and was an international trustee on the Board of the Organisation Development Network. She is a special advisor to Organisation Development Network in Europe. She is the author of a number of OD articles and reports. Her book – 'Organization Development: A Practitioner's Guide for OD and HR' (Kogan Page, April 2011; 2nd edition May 2015), with guest author Linda Holbeche, has become one of the most significant texts for OD practitioners. Mee-Yan is on the editorial board of the *Journal of Organisation Development Practitioner*. She was voted by UK HR Magazine as one of the top 15 most influential thinkers in the field of HR in UK in 2013, 2014, and 2015. In October 2013, she was presented with the highest award by the Organisation Development Network in USA – the Life Time Achievement Award in recognition of her outstanding contribution to the field of OD globally. Both her colleagues and clients enjoy her personal warmth as well as her ability to engage them in straight talking about overt issues that sub-optimize individual and system brilliance.

ABOUT CRF LEARNING

Founded in 1994, Corporate Research Forum (CRF) is a membership organisation whose international focus is on research, discussion and the practical application of contemporary topics arising from people management, learning and organisation development. CRF has become a highly influential focal point and network for over 170 members representing a cross-section of private and public sector organisations.

CRF Learning has been established to build on this unique blend of research and practical experience to deliver leading edge development for the HR profession that is:

- grounded in a strong theoretical underpinning
- experiential, combining this theory with application in the organisational context
- highly engaging and energetic.

Providing practical tools and frameworks that can be applied back on the job.

COST AND LOCATION

The programme will be held at

**Wotton House
Guildford Road
Dorking
RH5 6HS**

The cost of the programme is £2,500 (+VAT) for CRF members and £4,500 (+VAT) for non-members.

This includes accommodation and dinner for the connecting night of each module. The previous night may be booked at additional cost.

To register for this unique event please contact Lynn Little on +44 (0) 207 470 7104 or at lynn@crforum.co.uk.