

DELIVERING BUSINESS IMPACT

BECOMING AN EFFECTIVE OD & CHANGE LEADER

PROGRAMME LEADER

Dr L Mee-Yan Cheung-Judge

MODULE 1

24 – 25 October 2017

MODULE 2

5 – 6 December 2017

LOCATION

Selsdon Park, 126 Addington Road,
Sanderstead, Surrey CR2 8YA

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 L 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 24 – 25 October 2017

Between modules

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

MODULE 2 5 – 6 December 2017

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 5+ years' experience of supporting organisational change.

You 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 you yourself 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.
- You will improve your ability to impact change initiatives.
- You will be able to apply your learning to impact and influence your organisations more effectively.
- You will be able to share and learn from the practical experiences of fellow delegates.

"CRF offers us access to quality research, networking, resources and meetings that energise, engage and develop our diverse Human Resources community. Feedback from our HR team is always positive, stressing the pragmatism and freshness of the discussion and ideas."

Bev Cunningham

Senior Vice President HR Europe,
Ricoh Europe



PROGRAMME LEADER

DR L MEE-YAN CHEUNG-JUDGE

BSc, MA, Ph.D.

Dr Mee-Yan Cheung-Judge is known as a “scholar-educator-practitioner” in the field of Organisation Development. She has worked directly with a number of organisations across sectors, industry and global regions to deliver powerful transformational change, which is what she is known for. She led one of the world’s largest changes 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, media organisations. Mee-Yan was the lead consultant to transform the state-owned multi-media organisation in United Arab Emirates over 24 months; for close to 4 years she was the senior international consultant to lead the State of Singapore in their nation-wide public service transformation programme.

Mee-Yan is a senior visiting Fellow of Roffey Park Management Institute, and the Singapore Civil Service College: a guest faculty on the Gestalt Certificate Programme in UK, and a faculty of the Duke University Executive Programme. She is a professional member of the NTL Institute, and 11 years ago she took the NTL (founding institution of the field of OD) OD certificate programme from US to Europe. She remained as the Dean in overseeing the programme for 10 cohorts – the only certificate programme of 25 days in UK. She was a trustee on the Board of the ODN in US and founded the OD Network in Europe, which she remains as a special advisor. Mee-Yan is the author of a number of OD articles, books and reports and has been a member of the editorial board of the Journal of OD Practitioner since 2014. She was voted by UK HR Magazine as one of the top most influential thinker in the field of HR in 2008, 2013, 2014, 2015, and 2016. 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. In August 2016, she was presented with the Richard Beckhard Award for Contribution to the Field of OD by IODA which is the global OD professional association. While being firmly grounded in the study of the field of OD, Mee-Yan is highly pragmatic and hence can make concepts clear with practice cases.

ABOUT CRF LEARNING

Building on CRF’s 20+ years of unparalleled experience in the research, discussion and practical application of contemporary topics arising from people strategy, learning and organisational development, CRF Learning delivers a suite of development programmes aimed at enhancing the capability of the HR function and the individuals within it.

Impact not input

The programmes will focus on making a difference to the performance of organisations by building the skills and capability that underpins it.

Custom programmes

CRF Learning also engages with organisations on a bespoke basis, developing custom solutions tailored to the specific requirements and context of the organisation.

LOCATION AND COST

The programme will be held at:

Selsdon Park
126 Addington Road
Sanderstead
Surrey
CR2 8YA

The cost of the programme is £3,000 (+VAT) for CRF members and £4,500 (+VAT) for non-members.

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

To register for this event please contact Harriet Ojo on +44 (0) 203 457 2640 or at harriet@crforum.co.uk