

# CODP Certified Organizational Development Practitioner

 **13<sup>TH</sup> - 17<sup>TH</sup>  
JULY 2026**

 **ZAR 49,000.00**  
**MWK 6,860,000**  
VAT Exclusive

Get  
Certified!

## PRICES INCLUDE:

Training Materials  
Meals and Refreshments During the Day  
Airport Pickup and Drop-Off  
Hotel Pickup and Drop-Off  
Delegate Tablet  
½ Tour to Tourist Attraction Sites

## PRICES EXCLUDE

Dinner and Accommodation

## VENUE

 **SANDTON LODGE HOTEL**  
Corner 12th Avenue and River Road  
RIVONIA (Edenburg on GPS)  
Johannesburg, South Africa.

## CONTACTS

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# Certified Organizational Development Practitioner™ (CODP)

Today's Business World is very competitive. This VUCA world expects change and improvement round the clock. CODP is an international competency certification in the field of organizational development that aims to complement the competencies of leaders in transforming themselves and the organization so that they are always ready to face changes in a disruptive business environment. The course is designed to equip professionals with the knowledge and skills necessary to excel in the field of organizational development. This comprehensive program offers a deep dive into the core concepts and practical tools used in the practice of organizational development. Through a combination of interactive lectures, case studies, and real-world simulations, participants will gain a solid foundation in areas such as change management, leadership development, and organizational culture. Whether you are a leader, an aspiring OD practitioner or looking to enhance your existing skills, this course will empower you to drive effective change and contribute to the success of any organization.

## Who is this certification for?

This certification is designed for HR professionals, L&D specialists, business leaders, and aspiring consultants who want to master the art and science of improving organizational effectiveness and health. It is perfect for those tasked with managing change, shaping culture, and designing a more agile, resilient, and high-performing organization.



## Why do Leaders need the CODP Course?

- Changes in today's business environment offer volatility, uncertainty, complexity, and ambiguity which are commonly called disruptive business environments but behind all that there are many opportunities when owners and businesspeople are able to conquer them.
- Every leader must have business competencies in various areas ranging from marketing, finance, production, information technology, human resources, accounting, but these competencies cannot be used when you want to transform the organization needed to conquer a disruptive business environment
- Leaders must understand correctly about the organization when they want to transform it. The risk of failure to carry out organizational transformation is largely determined by the leadership expertise in optimizing "organization literacy"
- The competence of owners and business leaders must be like a coin where one side is competence in various business areas such as marketing, finance, accounting, human resources, information technology, operations, supply chain and the other side is Organization Development
- CODP will complement business owners and leaders in "organization anatomy" and synergizing people, strategy, structure, and process of organization

### What you will learn:

- Diagnose systemic issues using powerful models to uncover root causes beyond surface symptoms.
- Design high-impact OD interventions, from team building to structural change, tailored to each situation.
- Lead and manage change effectively using proven frameworks like Kotter and ADKAR.
- Measure the ROI of OD by evaluating intervention effectiveness and demonstrating business value.



# Course Outline:

## Foundations of Organizational Development

- The History and Evolution of OD
- Distinguishing OD from HR, Change Management, and L&D
- Core Values and Ethics of OD Practice
- Systems Thinking: Viewing the Organization as an Interconnected System

## The OD Process and Organizational Diagnosis

- The Action Research Model: The Cornerstone of OD
- Entering, Contracting, and Data Gathering
- Diagnostic Models: Six-Box Model, 7-S Framework, etc.
- Methods for Data Collection: Surveys, Interviews, Focus Groups, and Observation

## Foundations of Modern Human Resource Management

- Human Process Interventions: Coaching, Mentoring, and T-Groups
- Team-Building and Intergroup Development Interventions
- Process Consultation: Improving Communication and Group Dynamics.
- Conflict Resolution and Management

## Designing and Implementing Interventions (Part 2 - Organizational Level)

- Techno-Structural Interventions: Job Design, Organizational Structure (e.g., Matrix, Holacracy)
- Strategic Interventions: Culture Change, Organizational Learning, and Visioning.
- Human Resource Management Interventions: Performance Management Systems, Reward Systems, and Diversity & Inclusion Programs.

## Mastering Change Management

- Understanding the Psychology of Change and Resistance
- Classic Change Models: Lewin's Three-Step, Kotter's 8-Step Model
- Modern Approaches: The ADKAR Model for Individual Change
- Ethical and Legal Considerations in HR
- The Role of Communication and Leadership in Driving Change

## The Future of OD & Measuring Impact

- OD in an Agile, Digital, and Global Environment
- Evaluating the Impact of OD Interventions: KPIs and Metrics
- Calculating the Return on Investment (ROI) of OD
- Your Role as an Internal or External OD Consultant

## What Organizational Symptoms can CODP solve?

- You want to transform the Organization, but You are confused where to start
- Competition makes your organization confused about where to go or what it will be
- Your organization's performance is slowing or even deteriorating, but You don't know what the problem is
- Your organization is difficult to be invited to change and many small kings in it
- Your organization is increasingly bureaucratic, but you don't know how to simplify it
- Your leader is ineffective because the employee nullifies it
- Your organization is very organized, planned, and well-coordinated, but you are confused about how to make them creative and competitive
- Your organization is full of gossip, rumors, and various political activities that damage the organization's competitiveness
- Your employees are very self-satisfied, even though you feel there is still much to achieve in the organization
- You as a Leader do not know how to give legacy to organizations



## Program Features:

- Format: In-person
- Duration: 5 days, 8 hours/day (40 total hours)
- Materials: PDF Handbook, Case Studies, Templates

## Prices Include:

- Training Materials
- Lunch and Refreshments during Training
- Delegate Tablet
- Examination Fee
- Access to Learning Resources
- ½ Day Tour to Tourist Attraction Sites
- Airport Pickup and Drop off for International Delegates

## Prices Exclude:

- VAT, Dinner and Accommodation.





## Pan African Learning and Growth (PALGNET)

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## PALGNET Professional Communities and Business Units



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