



# ORGANISATION DEVELOPMENT CERTIFICATION PROGRAMME (ODCP)

Batch 13  
2021- 22

Admission Brochure



# **ORGANISATION DEVELOPMENT (OD)**

**is a rapidly growing profession geared to leading change and improving people, processes and performance in organizations. OD is a critical competency for Business Leaders, Managers, Human Resource Professionals and Learning and Development Professionals. The knowledge and skills required to execute successful change strategies while increasing organization effectiveness makes OD professionals exceptionally valuable.**



## ISABS & OD

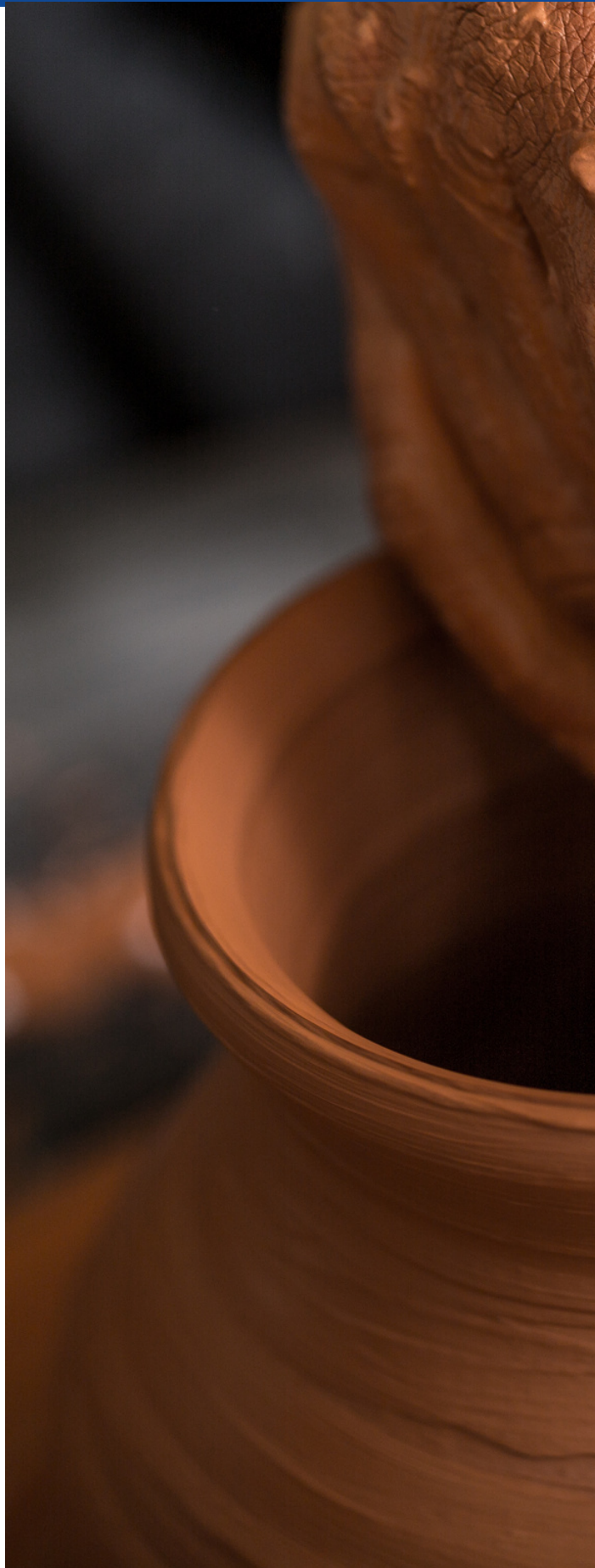
Registered in 1972, Indian Society for Applied Behavioural Science (ISABS) is a national, voluntary society of behavioural scientists engaged in applying their knowledge and skills to the well being of persons, organisations, communities and the society at large.

Its members, spread across the country, work in various roles as academicians, human resource development managers, independent consultants, trainers, counsellors and community change agents.

ISABS's core strength lies in its understanding of human processes at individual, group and system levels—a core competence to facilitate lasting change in organisations. The story of OD in India is also the story of ISABS. From the late 1960's, pioneers in the field of OD in India were developing programs for Internal Change Agents and Facilitators. Indian Behavioural scientists such as Udai Pareek, Pulin Garg, Dharni Sinha, Somnath Chattopadhyaya, Manohar Nadkarni, Abad Ahmad, Ishwar Dayal and Francis Menezes, to name a few, were some of the founders of ISABS as also the first practitioners of OD in India, who made path-breaking contributions to the field of OD. ISABS is continuing to take this legacy forward.

Many of the current ISABS Professional members, are leading practitioners of OD in India and abroad. The link with National Training Laboratories (NTL) USA is strong, with many ISABS members being NTL members. New partnerships have been forged with other Behavioural Science bodies like OEGGO in Austria. ODCP benefits from this abundant pool of expertise and experience.

The OD Certification Programme (ODCP) is a natural extension and embodies the very essence of ISABS' philosophy and heritage of process work expertise available within ISABS.



## ABOUT ODCP

ODCP is an academic-cum-application-oriented course of ISABS for working professionals across all functional areas of organisational life. Spread over 18 months, this learning program provides participants with conceptual knowledge, process skills, competencies, tools & practice needed for performing various OD roles in organizations including internal & external consultants. The learning cohort is capped at 18 members.

Organisations today are expected to be both, externally sensitive and internally agile. Their holistic growth and development requires varied interventions.

People and systems-related interventions aim to enhance the quality of human capital, relationships and processes within organisations. OD practitioners strive to manage change and transformation, while working with people, processes and culture within organisations, that are necessarily embedded within a complex, global and diverse world.

## Who can apply

- A Graduate in any discipline (post graduation will be an added advantage)
- Experience of 5 + years
  - in a managerial position in any organisation
  - as a faculty in educational institute
  - as an Independent HR / OD Consultant / entrepreneur (any field)

It is essential that the individual have an interest in human processes.

Pl note - we do not encourage those who have experienced continuous mental stress or have been under psychiatric treatment / have a history of mental disorders / or have have a coronary/heart problems to apply for this program.



# OD Programme Objectives

- Develop and refine professional competencies anchored in behavioural science to facilitate Organisation Development.
- Become an Organisation Development consultant - internal or external.
- Learn about human and systemic processes that impact and facilitate change.
- Prepare for leadership positions in change processes to move organisations towards greater effectiveness.
- Learn to understand and be sensitive to organization culture.



# Programme Focus

- Concepts and theoretical foundation of OD, elements of OD
- Human processes that play out at individual, group and system levels in organisations.
- Internalization of these two through application and practice.
- The learning design has a mix of face-to-face and virtual class room sessions, assignments and ongoing feedback processes. Methodology includes experiential learning, self-exploration through instruments, case study analysis as well as conceptual discussions etc. A hands-on application project is also a requirement. Online discussions to exchange insights and clarify doubts create a learning partnership between participants and faculty. Adequate shadow consulting and development coaching are offered by the ODCP Academic Committee, Faculty and Mentors in each region.
- The Academic Process is designed to instill in the participants, an understanding of both, concepts and processes. The participants learn and embrace Action Research methodology to understand the external world by experiencing its reflection within themselves and others; and by putting theory to practice. Thereby they also get to understand how to facilitate change at different levels.

## Faculty

The programme faculty consists of eminent OD and behaviour science academicians and professionals with a rich experience.

# The ODCP Team

A distinguished body of Professional Members of ISABS, Academicians, OD practitioners from leading institutions and members of the international OD community form the backbone and faculty of this pioneer program. An ISABS professional member mentors each ODCP participant.

The team currently includes the following:

## Director ODCP (2020-2022)

Mukul Joshi

## Academic Program Council

Joy Srinivasan

Payal Gupta

Marisa D'Mello

Satyakki Bhattacharjee

Atul Chugh

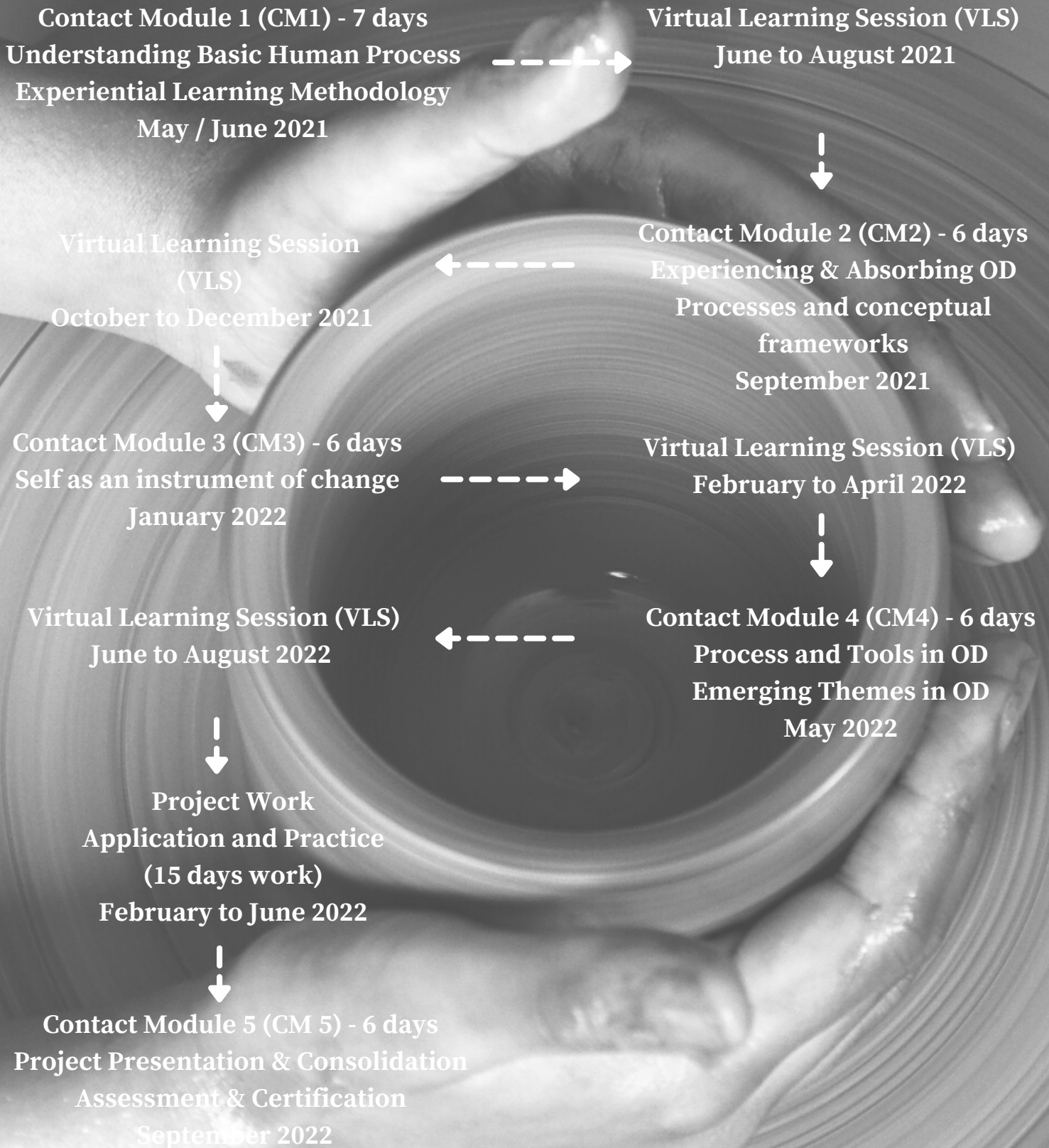
Snigdha Pattnaik

Amol Pawar (Alumni Invitee)





# Academic Process





## Note to Learners

Contact Modules will take place at different locations.

VLS Sessions will be anchored by prominent faculty or subject matter experts.

Exact dates and venue will be communicated about 12 weeks in advance.

The schedule may undergo changes as per the decision of the Director and Academic Council.



In the given pandemic situation and ensuing safety precautions, we envisage that the program delivery model will be hybrid where, some sessions or some aspects of a Contact Module would be delivered in a virtual platform while some will be delivered in the in-person mode. This decision will be taken by the APC as per the situation prevalent at the time of the Contact Module.

# Admission Procedure

Admission process will begin from March 2021 till May 2021. You may click on the link <http://www.isabsodcp.com/admission-form/>. Your application will be reviewed by the Academic Program Council (APC). Eligible candidates will be invited for an interview with members of the APC. We shall inform you by email if you have been selected for admission.

## Fees & Payment Options

On being intimated of your selection for admission, you will need to deposit an amount of 1,25,000.00 +18% GST (Total 1,47,500.00), to confirm your seat. The amount should reach us within 15 days of intimation (or date specified in the email) being sent on your preferred email; otherwise the seat may be offered to another applicant.

Due Date	Option 1			Option 2		
	Fees*	GST (18%)	*Total	*Fees	GST (18%)	*Total
On Admission	125,000	22,500	147,500	125,000	22,500	147,500
1st Aug 2021	325,000	58,500	383,500	125,000	22,500	147,500
1st Mar 2022				125,000	22,500	147,500
1st Sept 2022				125,000	22,500	147,500
<b>TOTAL</b>	<b>450,000</b>		<b>531,000</b>	<b>500,000</b>		<b>590,000</b>

\*All figures are in INR

In case of change in GST, new rates will automatically apply

The fee covers cost of Associate Membership, tuition, reading material, books etc. It also covers single room accommodation for upto 3 times, fixed menu buffet breakfast, lunch and dinner during the contact modules. It does not cover traveling expenses to the venue and back and expenses of a personal nature incurred by the participants & other services availed at the venue. Such extra charges are to be paid as per the instructions from the ISABS Delhi Office.

## Payment Methods

Payment can be made either by Demand Draft/ Bankers' Cheque/ Online Payment payable to "Indian Society for Applied Behavioural Science"- at New Delhi or by electronic transfer to our Account No.90482010053189 - Savings A/C, CANARA Bank (Syndicate), Delhi Green Park Extension branch, ISFC code – CNRB0019048



## Discounts & Scholarships

A few Scholarships are available for deserving self-sponsored participants only. All discounts and scholarships are applicable on the total fees after application of GST.

Participants who wish to avail the scholarship will need to deposit the seat confirmation fee of INR 1,25,000/- + 18% GST=INR 1,47,500/-, before applying for scholarship. Appropriate reduction will be adjusted in the last installment of the payments due.

Participants need to write to Director-ODCP for a scholarship. The Director's decision will be final with regard to the availability of scholarship.

## Cancellation Rules

A candidate may discontinue from the programme due to some contingency by requesting the Director - ODCP in writing. A part of the fees paid may then be refunded after deducting costs as under (there will be no refund on the GST already paid);

<b>Dates for sending discontinuation intimation (in writing)</b>	<b>Deduction Amount</b>
Before 30th May 2021	INR 75,000+ GST paid
After CM 1 & before CM2	INR 135,000+ GST paid
After CM2 & before CM3	INR 225,000+ GST paid
After CM3 & before CM4	INR 300,000+ GST paid
Thereafter	100% of fees & GST

# Testimonials

Much like the deep roots of the Banyan tree...an immersive and unique journeying of an eighteen month's experience, making me richer in my perspective of the OD knowledge tradition. Derived a deeper cognizance of the energetic forces in a system, the emotional reality of an organisation...aided a sharper fine-tuning of the lens of the Self as an instrument of change, which was invaluable and felt positively challenged. Aside from providing a wider and deeper cognitive understanding and application of OD, the experience uncovered at a deeper level - the why & how of bringing the whole Self to inquiry, design and implementation of intervention, evaluation, process of institutionalisation..., the stakeholder ecosystem and the subtle play/symbiosis of 'content and process'... A journey that touches the essence of you as a person and the OD professional within you...presenting to oneself the opportunity to harness, enrich and enhance ones' potential and to have a fuller and greater impact in any social system...a transformation of sorts in the waiting!!

**Kavita Desai**

Organisation Development Practitioner - Potentia Growth Services

Batch 10

"The program opened my eyes to aspects that we take for granted – real problems that go unseen in most organisations and in the community, at large. What I've been able to leverage is creating spaces for Helping Relationships at an individual level and Process Consultation at an organizational level. The program also enabled me to understand my own patterns of interaction with individuals and organisations. I would strongly recommend this program even if it has slightly caught your interest. Just go for it and enjoy the ride!

**Linda Baptista,**

Executive Coach & OD Consultant - ODCP Batch 7

"ODCP focuses on Human Process Work as the base, in contrast to some other OD programmes which are more of 'toolkits'. A transformational journey, it provides a new set of eyes to look at organisational life. The ODCP faculty are some of the best OD Practitioners in the country. A highly recommended programme for anyone who wishes to develop oneself in the field of Organisation Development."

**Amit Sharma, Director - HR, Healthcare Innovation Centre, Philips India Ltd.**

ODCP Batch 5

ODCP from ISABS has been an amazing transformation journey for me, where I journeyed through the emotional rigors of exploring myself and the meaning of organization through memorable experiences, enabled by fluidic facilitation, through an experiential process of converting information to practical application oriented behavioral science knowledge, eventually leading me to a path of a better human being, a practitioner and a facilitator of change within oneself, in the organization and the larger eco-system. It has truly enhanced my ability to positively impact organizations and society at large. A decision well made – right there at the top for me.

**Sanjeev Singh, AVP Business Excellence, Tata Business Excellence Group -**

ODCP Batch 8



# Contact Information

**Director ISABS ODCP**

Mukul Joshi: 9945164448

Email: academics@isabsodcp.com

**Delhi:**

Atul Chugh: 9650001490

**Mumbai:**

Manager ISABS ODCP

Priya S : 7304961685

For admission queries please call between  
12.00 to 4.00 p.m.

Payal Gupta: 9820080852

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