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OD and Change *Essentials*

with Dr. Marilyn Laiken, CODI Academic Director

October, 2012

REGISTER ONLINE NOW

AN INTRODUCTION TO ORGANIZATION DEVELOPMENT AND CHANGE

- Find out if OD is for you
- Highly recommended as preparation for CODI's 3-module, 12-day OD and Change **Intensive** program
- Explore three key areas of OD:

WHAT IS OD?

- the **roots** of OD
- definitions, and differentiation between training and OD
- basic values/beliefs commonly held by those in the field
- the historical roots of OD and how they have influenced the field today
- an overview of common approaches

WHO AM I AS AN "INSTRUMENT OF CHANGE"?

This is an opportunity for participants to explore the **roles** of a change agent, including

- an overview of the various roles a change agent might play in an organization
- an opportunity to consider which of these roles is most suited to you personally, based on your own beliefs, values and skills
- a personal assessment and goal-setting using a framework of OD competencies
- how an OD professional develops from a position of "savoir" (know), to "savoir faire" (know how), to "savoir être" (know how to be)

Participant comments from the last *Essentials* program:

"One of the best parts was hearing Marilyn's experiences – good and bad – and to SEE it (experience it) modeled in every moment."

"This has been a life altering experience."

"We covered so much in two days, in an interesting and participative way."

"A must for anyone interested in OD."

"Overall, great stuff I can take back and use right away."

"I feel now that I am "up to speed" for Intensive. Great prep!"

"Not sure if I can explain what "OD" is at a dinner party yet, but certainly got a good start!"

"This was a fabulous program."

"Thank you for your storytelling."

WHAT IS OD AND CHANGE, IN PRACTICE?

Central to OD and change is **research in practice** – a vital step in developing any OD intervention. This workshop will introduce you to the “action research” approach through a step-by-step experiential opportunity, using a case study.

The OD and Change Essentials program reflects CODI’s commitment to experiential learning, and to the integration of theory and practice. Like all of CODI’s programs, it will be practice-oriented and theory-based. It will be taught using a combination of small and large-group discussion, short presentations, personal reflection using a self-scored inventory, and experiential activities. The activities will be supplemented by a reading list and handouts for further reference.

Additionally, you will have an opportunity for an open-ended Q and A with Dr. Laiken on any issue of interest related to the topic, and you will receive guided help in applying the workshop learnings to your own career goals.

► What we at CODI mean by organization development

Fee: \$1000 (includes a light breakfast, break refreshments and lunches)

25% off for OD and Change *Intensive* program participants. This discount will be credited to your *Intensive* program account.

Date: 9-5, October, 2012
(light breakfast at 8:45)

Faculty: Dr. Marilyn Laiken

Location: Best Western Primrose Hotel, 111 Carleton St., Toronto

[Map and directions](#) 

REGISTER ONLINE NOW

It makes it real!"

"Excellent program. I would definitely recommend it."

Marilyn Laiken is Academic Director of the Canadian Organization Development Institute, Inc. (CODI), past Chair of the OISE, University of Toronto Department of Adult Education & Counseling Psychology, Professor Emeritus of Adult Education in Workplace Learning and Change, and Director of the SEEC/CODI Masters Certificate Program in Adult Training and Development. (SEEC is the Executive Education Centre of the Schulich School of Business, York University.)

Dr. Laiken is also Principal of Laiken Associates, a Toronto consulting firm that, since 1975, has served hundreds of clients in the public, private and not-for-profit sectors.

CODI is now in partnership with the Executive Education Centre (SEEC) of the Schulich School of Business, York University.

[SEEC/CODI partnership](#)
[SEEC/CODI Masters Certificate in OD](#)

The first step in the MCOD is the CODI Intensive program. The next Intensive program begins in late October/11. The program is limited to 21 participants.

- ◆ [Intensive program overview](#)
 - ◆ [The module schedule](#)
 - ◆ [Intensive brochure](#)
 - ◆ [Intensive Application](#)
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