

Grow your career.
Level up for the future.

Masters Certificate in Organization Development and Change

Diagnose, lead and support change at any level.



Schulich
School of Business
Executive Education

YORK U



Masters Certificate in Organization Development and Change

This program has been designed to give you the applied knowledge and practical experience necessary to solve critical business and organization development challenges with proven behavioral science-based approaches and techniques. You will develop a repertoire of skills, knowledge and resources that will be immediately applicable to your own workplace setting addressing current workplace issues.

Grow your career.

Level up for the future.



9 days of study over 2 months + supplementary readings and coursework



Book this program [online](#)



Program Highlight



9 Days of Study

Rich, practical learning with tools and frameworks in 9 days of study over 2 months, with supplemental readings and coursework outside of the classroom.



Assessments

Experiential learning through assessment tools and application, coaching & feedback.



Exciting Challenges

Apply your newly acquired skills to real-world situations and simulations.



Digital Badge

Gain a digital badge from Canada's #1 business school.

Program Faculty

Learn from the best.

Michelle Chambers

M.Ed, CSODP, CHRL, CTDP, CTPC
Program Director



David Donaldson

MCATD, CTDP, CMP, PMP

Niloofer Balsara

CEC, PCC

Nancie Evans

PhD

Evelina Rog

PhD, ACC



I found the program very valuable, particularly the resources and concepts I was introduced to. In many ways the classroom time felt like a primer for continued learning and an introduction to experts in the field. The scope...introduced [me] to many concepts with enough information to help me decide where I needed or wanted to focus my time on additional learning. I also appreciated the accessibility of the online program which enabled me to attend from Winnipeg. It has really opened up a world of learning opportunities for me.

Shelley Malo



Program Content



OD and Change Essentials

An introduction to organization development, this module covers all the key essentials to the OD and Change field.

- OD principles, values, competencies
- OD as a profession
- Self as an “Instrument of change”
- OD competency assessment
- Process vs management consulting
- Intro to “Action Research model”
- Skill practice in contracting; data collection; diagnosis; feedback; designing interventions; and planning change
- Diagnostic models of change
- Consulting Skills Inventory

Systems Thinking and Change

This module has been designed to enable you to develop a systemic approach to managing and leading change.

- 5 Disciplines of a Learning Organization
- Aligning leadership, people systems and organizational structures
- Change Implementation modules
- Drivers of change
- Managing resistance to change
- Change implementation tools
- Change roles in OD
- Leading change efforts

Program Content



OD Interventions

In this module, you will learn about various OD interventions including developing a leadership strategy, teaming and psychological safety.

- Large Scale Interventions
- Leadership Strategy
- Group & Team Interventional
- Psychological safety
- Team Purpose & Team Norms

Organizational Culture

This module will enable you to describe organizational culture, the leader's role in creating culture and the levers for change.

- Chocolate Factory Simulation
- Culture Change
- Values

Program Content



Capstone and Business Acumen

This module is designed to develop the strategic business analysis and business acumen of OD professionals. You will develop an advanced understanding of how business works, how to think as the CEO does, and how to manage and influence the bottom line.

- Learn to develop a business case for an OD intervention within an organization using the HBR model
- Learn to communicate and present ideas to senior leaders
- Practice working as an OD Consultant or experience the role of a client
- Apply your cumulative learning from the program to a "real live" organizational need

Who Will Benefit



Mid-Career Operations Leaders

Gain sought-after expertise in organization development and prepare for more senior positions in management, analysis or consultancy roles across a variety of industries, including organization development, human resources, education and change leadership.



Senior Leaders

Affect lasting organizational change and significantly improve performance with advanced organization development strategies and tools as a senior leader.

Completion Benefits



Masters Certificate

Awarded when a series of more extensive courses are completed.

After completing the Masters Certificate in Organization Development and Change, you'll receive an authentic digital badge from the #1 business school in Canada that employers will recognize.

As more and more companies look for candidates with specific skills, this badge on your CV will be a credible assurance of your achievements and expertise, allowing the right roles to find you faster.



77 HRP-CPD Hours - This program has been approved for CDP hours under Section A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA). Be sure to note the program ID number on your CPD log. For more information about certification or continuing professional development, visit the HRPA website at www.hrpa.ca/hrdesignations_/Pages/Continuing-Professional-Development.aspx

Why a Certificate at Schulich ExecEd?

There will no longer be a single transition from graduation to work in one's life.

Because few of us have the same job for life, we constantly have to re-invent ourselves, learn new skills and adapt to the changing marketplace and business environment. Today's professionals and executives must be able to quickly develop and fine-tune personal business skills to adapt and grow.

We are #1 Business School in the country

We have the privilege of being ranked #1 and teaching top students from around the world.

Our Program is Unique

Distinction from growing competition in the job market.

We Provide a Combination of Skill Specialization & Range

Deepen your current skills and acquire new ones.



About Schulich ExecEd

At Schulich ExecEd, the professional development arm of the world class Schulich School of Business, all our programs are non-degree, mid-career acclaimed qualification that employers recognize and that you can add to your CV.

We provide:

- Short programs building an individual business skill have industry recognized credentials for that skill
- Certificate programs build a wider skill set with a number of key skills
- Masters Certificates are an intense dive into Leadership, Management or specific Business skillsets. This is our highest mid-career professional development business school certification

Key Stats:

- Ranked #1 business school in Canada
- Ranked #12 in global MBA ranking
- Educated over 80,000 professionals across the world.
- Delivered over 4,000 programs virtually and in-person
- 96% of our graduates used knowledge or skills from the program on the job
- 87% of our graduates reported improved job performance
- Worked with over 500 companies worldwide

Over 450 leading faculty in areas of management, leadership, communications, finance, marketing, business development and strategy





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