

## Organizational Development

It is difficult to overestimate the importance of organizational development as it relates to the success of business because it affects every aspect of decision-making. Organizational development is a critical and science-based process that helps organizations build their capacity to change and achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes.



## Solutions

**Leading Organizations.** There is a major leadership transition that we do not talk about very often – the transition from senior manager to organizational leader, sometimes referred to as executive level leader. Organizational leaders are responsible for all aspects of the organization.

The purpose of this 4-module program is to help learners complete the transition to organizational leader including understanding responsibilities related to strategic leadership, organizational planning, governance, the workforce, customers, performance, quality, and culture.

**Nonprofit Board Governance.** There are many types of nonprofit boards including both private nonprofit and governmental oversight. The purpose of a board of directors is to determine the strategic direction of the organization, set goals, establish appropriate policies, and to hire and supervise the entity's executive director. The board of directors also provides budgeting and fiscal oversight and in the case of private nonprofits, conducts fundraising activities.

The purpose of this module is to assist board members to fulfill their duties and obligations while serving on a board of directors. The focus of this module is on nonprofit and governmental boards.

**Succession Planning.** Succession planning is a process for identifying and developing new leaders who can replace other leaders when they are promoted, leave, retire, or otherwise become unable to continue in their current role. Succession planning increases the availability of experienced and capable employees that are prepared to assume these roles as they become available. Succession planning enables the organization to plan for changes in personnel for seamless transitions.

The purpose of this module is to help the learner build an actionable succession plan for their organization. It presents a step-by-step process for creating a succession management plan.

**Hiring.** The proposition is undeniable: you cannot build a great organization without great people. How many organizations are as rigorous about hiring or as comfortable evaluating job candidates as they are deciding on an investment proposal? The all-too-common reality in that many companies do not invest in ensuring a well-designed and implemented hiring process.

The purpose of this module is to teach people who are involved in the recruiting and selection process for their organization the knowledge and skills necessary to hire the right people for their organization. The module includes access to over a hundred competency-based interview questions.

### Individual Modules

- Applied Research and Statistics (18-25 hours, \$285)
- Business Operations and Strategy (90-100 hours, \$395)
- Diversity and Culture in the Workplace (22-25 hours, \$285)
- Entrepreneurism (22-25 hours, \$285)
- Family Owned Businesses (22-25 hours, \$285)
- Hiring: Selecting the Right People (12-15 hours, \$150)
- Leading Organizations (55-60 hours, \$285)
- Nonprofit Board Governance (12-15 hours, \$150)
- Remote Employees/Virtual Teams (12-15 hours, \$150)
- Succession Planning (12-15 hours, \$150)
- Technology in the Workplace (12-15 hours, \$150)

### Applications and Best Practices

- ✓ Training for newly promoted executives and C-level leader
- ✓ Application of the Baldrige Excellence Framework
- ✓ Graduate-level course content
- ✓ Executive Leadership Education
- ✓ New Board Member Orientation
- ✓ Business Owner Self-development

### Pricing

**Pricing** is based on number of learner hours and the annual expected quantities. Modules are sold individually and in course packs. **Contact us** to develop a customized solution that works for your specific requirements.

**Course Pack Lite** includes a combination of individual topic-based modules up to 15 learner hours, e. g. two academic leveling modules and Write & Cite®. A Course Pack Lite also includes individual mid-duration modules, approximately 12-15 learner hours each.

**Course Pack** includes a combination of individual modules up to 60 learner hours. A Course Pack also includes individual longer-duration modules, approximately 20-60 learner hours each.

**Course Pack Plus** is a combination of individual modules up to 135 learner hours.