

Part-time
Level 8
Online



Certificate in **Organisational Change**

About

The course aims to allow students to build a comprehensive understanding of the methods of strategic analysis and to produce suitable generic strategic options for organisations and to develop a student's understanding of implementing strategic plans and undergoing appropriate change in an organisation.



Overview

Change is constant, yet the methods organisations have used to transform their companies tend to work only if the processes are led effectively towards organisational change and development. Learners will focus on understanding the theoretical underpinning of change strategies as well as ability to diagnose forces of and barriers to change and to exercise practical applications of change interventions. Learners will develop awareness on forces of change, the typical barriers to change that exist in organisations and of the variety of strategies that can be employed to actively diagnose and manage change.



Course Content

This course introduces learners to the following:

- **Management Structures and Management in Action:** Develop an understanding organisational culture, organisational structures, organisational dilemmas, the role of leadership within companies.
- **Sustaining Organisational Effectiveness:** Identify blocks to problem solving and change, choices and organisational environments towards the development of the innovative organisation.
- **Diagnosing Change:** Understand the creation of acceptance, efficiency and effectiveness measurement, the change equation.
- **Managing Change:** Establishing a sense of urgency, creating the guiding coalition, developing and communicating a change vision and strategy, empowering employees, consolidating gains and producing more change towards anchoring new approaches in the culture
- **Organisation Development:** Learn about theory and management of Organisational Development in designing the organisation of the future.

Who is this course designed for?

The course is designed for those seeking to develop skills and design research methodologies and implementing findings into optimising user experience in an innovative organisation.

Progression

Graduates of the certificate can progress to the Higher Diploma in Business in Innovative Data Generation, Analytics and Management.

Start Date

September 2022

Duration

12 weeks (2-hour classes)

Fees

Free. This course is fully funded by CIRDAS.

Entry Requirements

Level 8 degree with a minimum of Second Class Honours, Grade 2 in a related discipline or equivalent.

SETU Carlow Campus operates a Recognition of Prior Experiential Learning (RPL) scheme whereby applicants may be considered, based on relevant work and other experience, for exemptions from programme modules and advanced entry.

All applicants will be considered on a case-by-case basis. The Faculty of Lifelong Learning and CIRDAS reserve the right to require applicants to attend for an interview to determine their suitability for the programme.

How do I apply?

Apply now by contacting CIRDAS Manager, Damian Rossiter, at insurance.cw@setu.ie or call 053 917 5311.

Further information

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