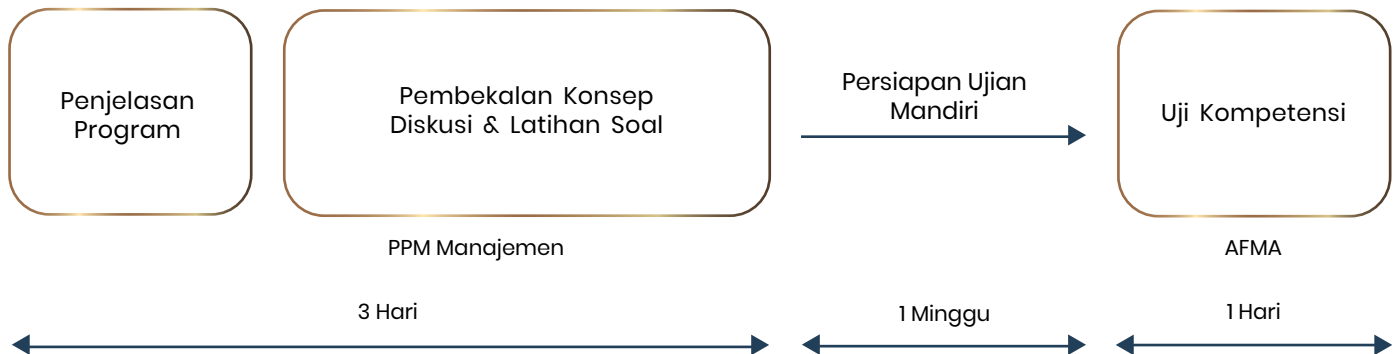


CERTIFIED ORGANISATION DEVELOPMENT PRACTITIONER (CODP)

Certified Organisation Development Practitioner (CODP)



Saat ini, lingkungan bisnis telah beralih dari era VUCA (*Volatility, Uncertainty, Complexity, Ambiguity*) menuju era BANI (*Brittle, Anxious, Nonlinear, Incomprehensible*). Era BANI membawa tantangan yang lebih besar, di mana organisasi tidak hanya menghadapi perubahan yang cepat tetapi juga harus mengelola kerapuhan sistem, kecemasan, ketidaklinearitas, dan kompleksitas yang sulit dipahami. Kondisi ini menuntut pemimpin perusahaan untuk memiliki kompetensi yang tidak hanya strategis, tetapi juga adaptif dan empatik.

Sebagai pemimpin di era ini, Anda perlu menguasai berbagai kompetensi bisnis yang beragam, namun kompetensi-kompetensi ini hanya akan efektif jika mampu mengintegrasikan empat pilar organisasi: Strategi, Struktur, Proses, dan Manusia (*Strategy, Structure, Process, People*). Selain itu, pendekatan berpikir yang utuh dan menyeluruh (*The Whole Mindset*) menjadi kunci untuk memastikan strategi pengembangan organisasi dapat berjalan optimal di tengah tantangan lingkungan bisnis yang semakin kompleks.

Certified Organisation Development Practitioner (CODP) adalah program sertifikasi kompetensi internasional yang dirancang khusus untuk membantu para pemimpin perusahaan mengembangkan organisasi di era BANI. Sertifikasi ini diterbitkan oleh *Academy of Finance & Management Australia (AFMA)* dan menggunakan pendekatan manajemen terkini, *The Whole Mindset*, sehingga setiap pemimpin dapat lebih mudah memahami dinamika perubahan organisasi dan mengarahkan strategi dengan efektif.

Currently, the business environment has shifted from the VUCA era (Volatility, Uncertainty, Complexity, Ambiguity) to the BANI era (Brittle, Anxious, Nonlinear, Incomprehensible). The BANI era brings even greater challenges, as organizations must not only cope with rapid changes but also manage system fragility, anxiety, nonlinearity, and complexities that are hard to comprehend. These conditions require business leaders to possess not only strategic skills but also the ability to adapt and empathize.

As a leader in this era, you must master a variety of business competencies. However, these competencies will only be effective if they can integrate the four pillars of an organization: Strategy, Structure, Process, and People. Moreover, adopting a holistic approach (The Whole Mindset) is crucial to ensuring that the organizational development strategy is implemented effectively in an increasingly complex business environment.

The Certified Organization Development Practitioner (CODP) is an international competency certification program specifically designed to help business leaders develop organizations in the BANI era. This certification, issued by the Academy of Finance & Management Australia (AFMA), uses the latest management approach, The Whole Mindset, to help leaders better understand the dynamics of organizational change and effectively guide strategies.

Manfaat Apa yang Anda Peroleh :

1. Mengintegrasikan 4 pilar organisasi (*strategy, structure, process, dan people*)
2. Mengoptimalkan 4 keterampilan berpikir (*thinker, challenger, lover, dan dreamer*) secara bersamaan
3. Mendorong organisasi untuk beradaptasi ke dalam lingkungan bisnis yang disruptive
4. Membangun *growth mindset*
5. Mempertajam *strategic thinking*
6. Membangun kepemimpinan yang efektif dan budaya organisasi
7. Mentransformasi desain organisasi dan pekerjaan, kinerja, sistem penghargaan, karir, dan sistem informasi
8. Mentransformasi cara pengambilan keputusan, mengelola konflik, kerjasama tim, dan interaksi antar pegawai
9. Melakukan intervensi strategis

Topik :

1. Organization today
2. Whole mindset
3. Whole mind leadership
4. Whole mind culture
5. Organizational mission
6. Whole mind strategy
7. Organizational structure reengineering
8. Job design reengineering
9. Organizational system reengineering
10. Organizational process: How to build agility & integrity
11. Organizational process: How to put noise to sleep in interactions
12. Organizational intervention

What Will You Get :

1. *Integrate the 4 pillars of organization (strategy, structure, process, and people)*
2. *Optimize 4 thinking skills (thinker, challenger, lover, and dreamer) simultaneously*
3. *Encourage organizations to adapt to a disruptive business environment*
4. *Build a growth mindset*
5. *Sharpen strategic thinking*
6. *Build effective leadership and organizational culture*
7. *Transform organizational and job design, performance, reward systems, careers, and information systems*
8. *Transform decision making processes among employees, manage conflict, teamwork, and interaction*
9. *Implement strategic interventions*

Subjects :

1. *Organization today*
2. *Whole mindset*
3. *Whole mind leadership*
4. *Whole mind culture*
5. *Organizational mission*
6. *Whole mind strategy*
7. *Organizational structure reengineering*
8. *Job design reengineering*
9. *Organizational system reengineering*
10. *Organizational process: How to build agility & integrity*
11. *Organizational process: How to put noise to sleep in interactions*
12. *Organizational intervention*

Peserta Pelatihan :

Para Pemilik bisnis dan pimpinan organisasi yang ingin memenangkan persaingan di era bisnis BANI.

Persyaratan Peserta Ujian :

- Pendidikan min S1
- Menjabat sebagai pimpinan tim/unit kerja/pemilik bisnis atau
- OD *Specialist*

Trainees :

Business owners and organizational leaders who want to win the competition in the BANI business era.

Requirements :

- *Min bachelor degree (S1)*
- *Serving as a team leader/work unit/business owner or*
- *Specialist OD*

SMART

IDR 14.500.000

Live Virtual Training

Online Exam

(Tidak termasuk pajak)

(Exclude PPN)

(Termasuk biaya ujian)

(Include exam fee)