

We facilitate specialized Organisation Development (OD) Professional certification programs to the general public and for advancing OD professionals' knowledge.

CCOD is open to supporting small, medium, & large scale organisations for OD services.

We provide Coaching, Mentoring, Strategic Planning training & development and Complete System Transformation interventions.

We use Action Learning and Action Research methodologies to facilitate sustainable change in our clients' systems

The school further offers OD consultancy services to organizations, teams and individuals all over the globe – facilitating sustainable development, career development and effective process consulting.

We provide competency based skills for all participants in our professional courses and facilitate sustainable growth and efficiency in our clients.

### Global Certification and Practice



Join our GIODN.org of OD Excellence in India, Africa, Jamaica, Saudi Arabia and practitioners representing more than 30 countries.

### Objectives of The School of Professional Studies & Consultancy

- Facilitate innovative Community Development
- Provide Organization Development (OD) interventions to individuals, team and organisations for sustainable growth and change
- Research for advocacy and sustainable development
- Produce the best and innovative Organization Development Professionals and Consultants
- Advance the skills of Organisation Development Professionals

### Our Professional Programs

We run both Classroom and Online courses in collaboration with the Institute of Organization Development in Florida, USA ([www.instituteod.com](http://www.instituteod.com)), leading to the award of professional certification in the following;

1. Organizational Development Certified Professional (ODCP)

2. Organizational Development Certified Consultancy (ODCC)
3. Advanced Organization Development Certified Consultancy (AODCC) – online only.

Join us to develop your career in the field of Organization Development. Learn more about OD and enhance your career by practicing and using OD tools, models and strategies that deliver sustainable results.

### Who Should Enroll

CEOs • Directors Managers • Entrepreneurs • Academia • Civil Servants • Specialist Consultants • Anyone who wants to become an OD Consultant

### What you will learn in Our Professional Programmes

1. How to contract and negotiate effectively with the client
2. Relationship building and how to solve critical business challenges
3. How to use a behavioral science approach to resolve conflicts and challenges in organizations, teams and individuals
4. How to influence senior leaders to commit themselves to organizational change and hold others accountable
5. How to use advanced OD tools to analyze and diagnose critical business challenges
6. How to effectively design and facilitate action planning sessions and group meetings
7. How to facilitate overcoming resistance to sustainable change in organizations
8. How to implement a sustainable systems thinking approach to transfer knowledge to supervisors, managers and leaders
9. How to cultivate and develop new Leadership with innovation and creativity, greater-influence, confidence and to be a mediation facilitator
10. Ability to think strategically in organization development.

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GROWING APPRECIATIVE LEADERS . RENEWING COMMUNITIES . TRANSFORMING NATIONS

[www.ccod.edu.gh](http://www.ccod.edu.gh)

Appreciative • Transformative • Innovative • Creative and Facilitative Leaders are what we produce at CCOD using our Unique OD Approach.

### WHAT IS OD?

Organization Development (OD) is an emerging field in Africa as one of the best strategies in solving societal and organizational problems using behaviour science and system approach. It is both an art and science developed from Action Research, Appreciative Inquiry, 360° Feedback, Systems Theory, etc.

OD is thus a technique that seeks to influence the members of an organization to expand their candidness, and to take greater responsibility for their own actions.

### OUR OD PROGRAMS

- I. Academic: BSc. OD • MSc. OD
- II. Professional: ODGP • ODCC • AODCC • EMODAL
- III. Services: OD Consulting

### OUR APPROACH

We provide competency based skills to our participants in both our academic and professional courses and facilitate sustainable growth and efficiency in our clients' systems.

CCOD utilizes the philosophy of experiential learning and a set of comprehensive training instruments, concepts, models and approaches integrated with the Action-Research Methodology which is professionally client-centered, action-oriented and results-driven.

We Do it Differently & Uniquely!



Affiliated to  
UNIVERSITY FOR  
DEVELOPMENT STUDIES, TAMALE  
[www.uds.edu.gh](http://www.uds.edu.gh)



In Partnership with  
INSTITUTE OF  
ORGANISATIONAL DEVT, USA  
[www.instituteod.com](http://www.instituteod.com)

Accredited by NATIONAL ACCREDITATION BOARD



## I. ACADEMIC PROGRAMMES

Our programmes are Rich, Life transforming, Innovative, Result Oriented, of Multi-Sectoral Relevance, uses a Collaborative and Strong Action Research Approach, and Appreciative Inquiry. Below are details of our academic programs:

**A. Bachelor of Science in Organizational Development (BOD)**, with Specialization options; OD & Human Resources Management (ODHRM), OD & Entrepreneurship with Innovation (ODESI), and OD & Community Development (ODCD).

**Programme Duration:** 2 - 4 Years (Depending on entry route)

**Certification:** Dual Certificates awarded by UDS, Ghana and IOD, USA

### Programme Overview:

- A multi-faceted Bachelor's Degree.
- Blended with anthropology, philosophy, psychology and powered with Organizational Development (Theory & Practice) using facilitation for sustainable development approaches.
- Our BOD programme is divided into 9 sessions (32 study areas);
  1. Community Development (CD) foundation,
  2. Organizational Development (OD) Foundation,
  3. Philosophical perspective in Organizational Development,
  4. Historical and cultural perspective to Development,
  5. ICT foundation,
  6. Business French foundation,
  7. Action research theory and practice,
  8. Coaching and Mentoring, and
  9. Communication and facilitation competence.

### Entry Requirements:

#### 1. West African Examinations Council (WAEC) Categories:

- a. Senior Secondary School Certificate Examination (SSCE)
  - i. Applicant must have grade D or better in three (3) core subjects
  - ii. Any three elective subjects, preferably in the social sciences with an aggregate 24 or better in 6 subjects
- b. West African School Certificate Examination (WASSCE)
  - i. Applicant must have grade C6 or better in three (3) core subjects
  - ii. Any three elective subjects, preferably in the social sciences with an aggregate 36 or better in 6 subjects

- c. General Certificate of Education (GCE) Advanced Level and General Business Certificate Examination (ABCE)
  - i. Passes in three (3) subjects (at least one pass should be grade D or better)
  - ii. Applicants must have had credit passes in five (5) subjects including English, Mathematics and a Science subjects or social science in the General Business Certificate Examination (GBCE)

#### 2. Mature Students' Entry:

Eligible applicants must meet the following criteria;

- a) Be 25 years or above
- b) Mature Students' candidates are expected to write and pass an examination and an interview to be conducted by the college (mandatory).
- c) Diploma holders of Community Development (CD) or Organization Development (OD) and meet the above requirements are admitted into level 200 of the BOD.

**3. HND Qualifications:** HND and other Diploma applicants seeking admission into the Degree programmes should possess a First Class or Second Class (Upper and Lower) Division in the relevant area but MUST have OD and HR background.

**4. Foreign Qualifications:** All foreign applicants seeking admission would be referred to NAB for determination and approval.

**5. Professional and Other Entry Qualifications:** All professional certificate holders in OD seeking admission and any other relevant qualifications beyond the ones specified above must be referred to the NAB for approval.

**6. Degree in Human Resource (HR) Entry:** Applicants with degree in Human Resource (HR) from any recognized tertiary institution will be directly admitted into level 300.

**B. Master of Science in Organizational Development (MOD)**, with Specialization options; OD with Strategic Human Resource Management (ODSHRM), OD with Complete Organizational Inquiry and System Transformation (ODCOIST) or OD with Appreciative Leadership (ODAL).

**Programme Duration:** 24 Months

**Certification:** Dual Certificates awarded by UDS, Ghana and IOD, USA

### Programme Outline:

#### Module 1

1. Organizational Development (OD): Theory & Practice
2. Philosophical & Psychological perspective in Organizational Development
3. Dynamic Team Building and Leadership Development
4. Research methodology and Design
5. Action Research Model and Practice

#### Module 2

1. Facilitation Skills and Practices
2. Statistics and Application
3. Organization Analysis and Systems Design
4. Strategic Planning Skills and Management

#### Module 3

1. Organizational Behaviour Management
2. OD Consulting Skills and Practice
3. Organizational Psychology
4. Executive Coaching

#### Module 4

1. Mediation and Conflict Transformation Skills
2. Project work (Thesis and Report)
3. Specialization:  
*Option 1:* OD & Strategic Human Resource Management (SHRM)  
*Option 2:* OD & Complete Organisation Inquiry and System Transformation (COIST)  
*Option 3:* OD & Appreciative Leadership

### Entry Requirements:

Eligible applicants MUST meet the following criteria in order to be considered for admission into the MOD programme:

- i. A good first degree from any recognized tertiary institution or its equivalent.
- ii. A post graduate diploma in Organization Development (OD) or first degree or its equivalent from any recognized tertiary institution.
- iii. MA/MBA holders in any relevant field are an advantage.
- iv. Accredited post HND holders with HR Management and with an additional relevant post Diploma(s) in OD (certified OD professional or OD certified consultants' certificate from any recognized tertiary institution) and at least 5 years in leading organizational change and leadership, will gain direct admission.
- v. Other Considerations; Since there are different OD programmes being ran in Africa, our MOD programme may consider applicants who show evidence of any OD certificate(s)/qualification(s) relevant and will meet the requirement for the study of the MOD.
- vi. Foreign Qualifications; All foreign applicants shall be assessed to determine eligibility.

## II. SCHOOL OF PROFESSIONAL STUDIES IN OD & CONSULTANCY

CCOD in partnership with Institute of Organization Development (IOD) have been providing professional OD certification programs since 2012. IOD has Certified over 2,500 professionals globally through our online OD Certification programs and hundreds more have completed our live training, advanced seminars, and OD Conferences.