

# A REFLECTIVE, PRACTICE-ROOTED JOURNEY FOR PROFESSIONALS WHO WORK WITH PEOPLE, CHANGE, AND SYSTEMS.

An 18-month flagship programme  
by the Indian Society for Applied  
Behavioural Science (ISABS).



## INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE ORGANISATION DEVELOPMENT CERTIFICATION PROGRAMME



### CONNECT WITH US

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Practicing OD across contexts

PROGRAMME OVERVIEW

# ORGANISATION DEVELOPMENT CERTIFICATION PROGRAMME





## **WHY ORGANISATION DEVELOPMENT. WHY NOW.**

Today's organisations operate in environments of constant change and complexity. Technical expertise alone is no longer enough. What is required are practitioners who can work with human processes, relationships, and systemic dynamics. ODCP prepares you to step into this role with depth, responsibility, and confidence.

### **ABOUT OUR PROGRAMME**

The Organisation Development Certification Programme (ODCP) is not just a learning programme. It is a carefully designed journey of reflection, practice, application, and personal growth. Participants develop the capability to understand organisations as living systems and use self as an instrument of change.

### **KEY FEATURES OF ODCP**

- 01 18-month structured learning journey**
- 02 Online and in-person immersive modules**
- 03 Live Application projects with organisational systems**
- 04 Individual coaching and mentorship for every participant towards becoming an OD practitioner.**

- **A strong OD lens grounded in behavioural science**
- **Capability to diagnose and intervene in complex systems**
- **Enhanced self-awareness as an instrument of change.**
- **Confidence to practice OD across contexts**



Scan the QR Code to register your interest  
OR  
Seek a conversation to clarify questions

Admissions for Batch 18 have begun.  
Course commences in May 2026.

Learn more & apply at: [www.isabsodcp.com](http://www.isabsodcp.com)



## ODCP - PROGRAMME OBJECTIVES

Develop Competencies	Learn Human & Systemic Processes	Practice & Application of OD	Prepare as Change Leaders
Develop and refine <b>professional competencies</b> anchored in <b>behavioral science</b> to facilitate Organisation Development.	Learn about <b>Human and Systemic processes</b> that impact and facilitate change.	Practice and Application to <b>become an Organisation Development Practitioner</b> in any field.	Prepare for <b>leadership positions</b> in change processes to move organisations towards greater <b>effectiveness</b> .

## ACADEMIC MODULE

1. Online Sessions - are held on weekends for 2- 3 hours per session. Not all weekends are absorbed.
2. In-person Sessions
  - In-person sessions will take place at different locations.
  - Exact dates and venue will be communicated in advance (3 months).
  - The schedule may undergo changes as per the decision of the Director and Academic Council.
  - The programme faculty consists of eminent OD and behavioural science professionals and academicians. They come with rich experience of working in different kinds of client systems locally and globally, in roles of internal & external practitioners.
3. Post every Academic Module, participants have to submit module specific assignments



# ODCP JOURNEY

## Academic Module 1

**Online**  
May 2026  
Welcome to ODCP  
Preparing for the  
Journey

**In Person**  
May 2026 (7 days)  
Understanding basic  
human processes.  
Experiential learning  
methodology

**Online**  
Jun to Jul 2026  
Reflections,  
Application of  
learning

## Academic Module 3

**Online**  
Dec 26– Jan 2027  
Building the lens of Self  
as an instrument of  
change, doing & being.  
*Application Project*

**In Person**  
Feb 2027 (6 days)  
Self as an instrument  
of Change in the  
context of  
organisations

**Online**  
Feb 2027  
Unconscious  
Process in Self  
and organisations -  
Application

## Academic Module 5

**Online**  
Oct - Nov 2027  
Frameworks of OD  
in different  
systems and  
contexts

**In Person**  
Dec 2027 (7 days)  
Learning and  
Assessment of the  
18 months Journey

## Academic Module 2

**Online**  
Jul- Sept 2026  
Theory and  
Practices of OD

**In Person**  
Sep/Oct 2026 (7 days)  
Experiencing &  
Absorbing OD  
Processes, Skill  
practice

**Hybrid**  
Oct – Dec 2026  
Application Project  
1, Cases to apply  
the OD lens in  
organisations

## Academic Module 4

**Online**  
Mar – June/July 2027  
Theory and  
Application for  
Interventions and  
Evaluation

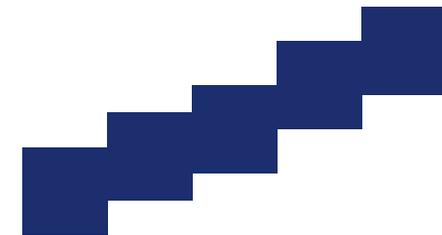
**In Person**  
July/Aug 2027 (7 days)  
Working with a live client  
system to bring Skill  
Practice, Application  
of the OD cycle.

**Online**  
Aug- Oct 2027  
Reflections,  
Application of  
learning

18 Months Journey

Online + In Person + Online

Academic Module





# FEES

On being intimated of your selection for admission, You are required to deposit Rs 182900/- (Rs. 1,55,000/- + GST Rs. 27,900/-) in the ISABS bank account within 15 days of the date of intimation of selection (or date specified in your admission letter); else the seat may be offered to the next applicant.

Fee in Instalments	Date of Payment	Tuition Fees *	GST on Tuition Fees @18%	Total Payment to ISABS (Tuition Fees + GST)	Residential Module Hotel Tariff payable to Venue. 60 days prior to the AM**
AM1	Based on Admission Letter	155,000	27,900	182,900	60,000
AM2	1st Aug 26	60,000	10,800	70,800	60,000
AM3	1st Dec 26	60,000	10,800	70,800	60,000
AM4	1st April 27	60,000	10,800	70,800	60,000
AM5	1st Sept 27	60,000	10,800	70,800	60,000
<b>Total</b>		<b>395,000</b>	<b>71,100</b>	<b>466,100</b>	<b>300,000</b>

\*All figures are in INR

\*\* Hotel tariff to be paid directly to the venue, 60 days in advance, at the rate negotiated by ISABS. It will include boarding lodging (twin sharing), conference, classroom and staff stay related expenses for 6 days.

In case of a change in GST, the new rates will automatically apply



## PAYMENT METHODS

Payment can be made either by Demand Draft/ Bankers' Cheque/ Online Payment payable to "Indian Society for Applied Behavioural Science" - at New Delhi or by electronic transfer to our Account No. 90482010014884 - Savings A/C, CANARA Bank, Green Park Extension, 9 Community Center Gulmohar Enclave Branch.  
ISFC code - CNRB0000350

CANCELLATION RULES please write to [admin@isabsodcp.com](mailto:admin@isabsodcp.com)

## TESTIMONIALS

*ODCP was a milestone in my journey, one that went far beyond academics. Starting with the idea of self as the instrument of change, the program helped me reflect deeply, explore group dynamics, and build a strong foundation in OD. Looking back, I can confidently say it didn't just strengthen my professional skills, it reshaped the way I view myself and my role as a catalyst of change.*

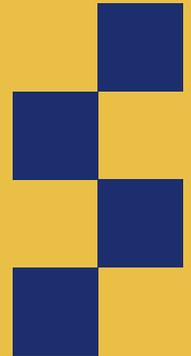
*Rajiv Naithani, CHRO Persistent Systems*

*To me the highlight of this journey of self-growth was the structured curriculum, brilliant team of the course director and the facilitators. Additionally, the cherry on the cake was to have two people #mentor and #coach whose sole focus over the year and a half was to ensure that you had everything you needed for success. When in our professional careers do we get an opportunity to experience such deep guided investment by experts in their field.*

*Ajay Kukreja, Seasoned HR Professional*

*ODCP is the best journey I ever had. I joined it to learn more about OD techniques but like Alice in Wonderland, I wandered into a wonderful self-exploration. It's made me a better person who is better able to understand the world around me and the humanness and dynamics in everything and hence a better OD Professional. My approach towards my work initiatives have changed and the feedback from my stakeholders has made me realize the value of all that I have learnt. The faculty, the mentors and coaches are all fantastic people who genuinely want to help. It is certainly one of the best programs in OD.*

*Dipti Vijaykumar, Assistant Vice President - OD, First Meridian Business Services*





**INDIAN SOCIETY FOR APPLIED BEHAVIOURAL SCIENCE**  
**ORGANISATION DEVELOPMENT CERTIFICATION PROGRAMME**

For any admission-related queries, please contact the  
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Click here to apply  
<http://www.isabsodcp.com/admission-form/>

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