



Organisation Development & Research Ltd

# Inspiring and Delivering Excellence at Work



***Two Forthcoming Workshops***

Organisation Development & Research Ltd, Cublington Road, Aston Abbots, Bucks, HP22 4ND UK  
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ODRL, a well-established consultancy firm specialising in Organisation Development and Change Management invites you to attend insightful and practical workshops this autumn.

## Our Forthcoming Workshops . . .

### ***Appreciative Inquiry for Leading Change - Achieving Excellence by Building Resilience***

**VENUE** The Institute of Directors, 116 Pall Mall, London, SW1Y 5ED

**DATE** Thursday 29th November, 2007

**TIME** 9.30 a.m. to 5.00 p.m.

**Who should attend** This workshop is designed for senior managers, internal consultants and internal human resource professionals responsible for leading and sustaining change for enhancing organisation effectiveness.

**Background** Organisation change is now an unambiguous reality – if led effectively it is an opportunity to develop resilience in the workplace resulting in enhanced all round performance. This workshop is based on well-researched tools and techniques from positive organisational psychology and will provide participants with opportunities to engage in new and different ways of approaching change to achieve sustained levels of excellence.

**Benefits of attending the 'Appreciative Inquiry for Leading Change - Achieving Excellence by Building Resilience' workshop:**

- Develop an in-depth understanding of a five-step model for implementing change using a strengths-based approach.
- Discover your potential as a leader to prepare for and deliver positive change in the organisation.
- Understand and build innate capacity of your people and organisation.
- Help develop a team of resilient employees and enable them to navigate in turbulent times in a robust manner.
- Apply ways of developing and sustaining excellence in all aspects of work.
- Share experiences with other leaders attending the workshop.

**Workshop Facilitators**

The workshop will be conducted by a team of experienced facilitators led by **Dr Kusum Sahdev** (PhD, CPsychol, FCIPD). She has extensive international experience of Organisation Development and Change Management. Her work is driven by a personal passion to enhance the effectiveness of people and organisations; she holds a fundamental belief that excellence

### ***Leading Across Cultures - An Appreciative Approach***

**VENUE** The Institute of Directors, 116 Pall Mall, London, SW1Y 5ED

**DATE** Tuesday 4th December, 2007

**TIME** 9.30 a.m. to 5.00 p.m.

**Who should attend** This workshop is designed for senior managers, internal consultants, and internal human resource professionals to leverage the strengths of cross-cultural working practices to achieve all round excellence in the workplace.

**Background** With an increasing emphasis on global working it is vital for leaders to be able to leverage on the strengths of cross-cultural working. This unique workshop is based on robust studies completed in over 60 cultures providing practical and innovative ways to build on your leadership acumen in cross-cultural contexts.

**Benefits of attending the 'Leading Across Cultures - An Appreciative Approach' workshop:**

- Gain insights into the cross-cultural differences and their impact on working practices.
- Develop practical ways of leading and influencing cross-cultural teams/organisations.
- Apply tools and techniques to develop a clear picture of cross-cultural diversity.
- Leverage the strengths of cross-cultural diversity to achieve excellence in all aspects of organisational performance.
- Share experiences with other leaders attending the workshop.

can be achieved and sustained through appropriate interventions. This is also the focus of her research; she has conducted in-depth studies covering public and private sector organisations using the case study methodology. The findings of an initial study have been published in a book entitled: *Creating a Resilient Workforce*: FT/Prentice Hall Publishing. She has published several articles and papers and presented findings of her studies at various international conferences.

## BOOKING INSTRUCTIONS AND FORM

Book me for the following workshop(s):

- Appreciative Inquiry for Leading Change: Achieving Excellence by Building Resilience*  
Thursday 29th November 2007
- Leading Across Cultures - An Appreciative Approach*  
Tuesday 4th December 2007

### 1st PARTICIPANT'S DETAILS: (Please use block capitals)

Mr/Mrs/Ms/Dr Surname ..... First Name ..... Job Title .....

Email: ..... Telephone .....

### 2nd PARTICIPANT'S DETAILS:

Mr/Mrs/Ms/Dr Surname ..... First Name ..... Job Title .....

Email: ..... Telephone .....

### CONTACT ADDRESS – this will be used to send out the invoice and joining instructions

Mr/Mrs/Ms/Dr Surname ..... First Name ..... Job Title .....

Organisation Name and Address: .....

..... Postcode .....

Telephone ..... Fax .....

Email .....

### PAYMENT DETAILS

- 1st participant fee: £705.00 (*per workshop*)       2nd participant fee £634.50 (*per workshop*)

Total amount : £ .....       Cheque enclosed for £ .....

(please complete details) Please make your cheque payable to **Organisation Development and Research Ltd**, and post it, together with this form, to **3 Haybarn Business Park, Cublington Road, Aston Abbots, Bucks HP22 4ND**. This booking form can be faxed to 01296 680480. Please write the participant's name(s) on the back of the cheque.

Please invoice my organisation at the above address. Purchase Order Number

Secure payment via our Website ([www.odrl.org](http://www.odrl.org))

Number of employees:  under 10     10-50     51-100     102 – 500     501-1000     over 1001

Please add my details to your database and inform me of your future services and products.

### Terms and conditions

Payment for the event must be received before the start of the event  
Any cancellation must be in writing and will be acknowledged in writing  
Cancellations received 20 days before the start of the event will incur a 25% cancellation charge.  
Cancellations received 19-0 days before the start of the event will incur a 100% cancellation charge

### Disclaimers

ODRL reserves the right to change details of the event without notice. Occasionally, alterations may be necessary due to circumstances beyond our control. Where ODRL is forced to cancel an event, the liability of ODRL shall be limited to a refund of any fees paid for that event. ODRL is not liable for any consequential loss. Views expressed by speakers are their own; ODRL disclaim any liability for any advice given, or views expressed by any of the speakers at the event or for any documentation provided to the delegates. Please note we may take a few photographs during the event.