



Australian Government

★ Australia Awards

### DESIRED APPLICANT PROFILE – ORGANISATIONAL DEVELOPMENT (OD) SHORT COURSE

<b>Target Group</b>	<ul style="list-style-type: none"> <li>▪ You are a national of an eligible country</li> <li>▪ You are a mid to senior-level professional with OD being a key part of your role</li> <li>▪ You are a OD practitioner, manager/line manager overseeing OD initiatives</li> <li>▪ You are currently employed in a ministry, government agency, policy/research institution, NGO or private company</li> <li>▪ You have a clear vision for how you will use the knowledge gained through the short course to apply organizational development policy, practice or research in your home country</li> </ul>
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>▪ You must between 25 and 50 years of age at the date of your application</li> <li>▪ You have at least five years' post-graduation work experience in the field of OD or similar. Preference will be given to candidates with greater periods of experience</li> <li>▪ You must be willing to make a formal commitment to return to your current employment following completion of the short course</li> <li>▪ Satisfactory English proficiency is required as the course will be delivered in English</li> <li>▪ You must meet the general minimum eligibility criteria outlined below</li> <li>▪ Female candidates and people with a disability are encouraged to apply</li> </ul>
<b>Support Service Options</b>	<ul style="list-style-type: none"> <li>▪ Special needs assistance as deemed appropriate on a case-by-case basis</li> </ul>

### General Eligibility Criteria for Short Course Applicants

<b>To be eligible for a short course applicants must</b>	<ul style="list-style-type: none"> <li>▪ have citizenship of and be currently living in the country of your nationality;</li> <li>▪ not be married to/or be a defacto of, or engaged to be married to, a person who holds or is eligible to hold Australian or New Zealand citizenship or permanent resident status;</li> <li>▪ not hold or have held an Australian Government funded scholarship in the preceding 2 years at the time of application;</li> <li>▪ satisfy any specific criteria established by the applicant's country and/or government of citizenship;</li> <li>▪ satisfy all requirements of the Department of Immigration and Citizenship (DIAC) for an AusAID student visa; and</li> <li>▪ satisfy any specific admission requirements of the Institution at which the short course is to be undertaken</li> <li>▪ hold a Bachelor's Degree or equivalent</li> </ul>
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Applicants must inform the Australian Government of any connection or relationship to staff employed by the Australian Government or with Managing Contractors at the time of application.

Course Details	
<b>Organizational Development</b>	Executive People Management Team Building & Conflict Management Drivers of change Structures, processes, and the roots of current organizational development practice Defining a business model How to apply a core OD process to diagnose Sample strategic business model Systems models of OD Ethics and Values in OD Organizational Culture and Change Resistance to Change Intervention Strategies, Individual Interventions Team Development Intergroup Development Goal-Setting Essentials of Training and Development in Organization Negotiation Skills Effective Communication & Presentation Skills Decision Making and Problem Solving Mentoring and Coaching Leadership & Organization Development Leadership for Women

Note: Australian institutions are yet to be selected to deliver these courses. Courses are anticipated to commence in June and September 2012 and run for four to twelve weeks. Applicants should indicate their preference for either the June or September 2012 intake.

Australia Awards for Africa  
 Short Courses 2012  
 For further information visit: [www.adsafrica.com.au](http://www.adsafrica.com.au)  
 Online application open 01 October 2011

