

Specification of Competency Standards for Human Resource Management

Unit of Competency

Title	Design organisation development (OD) interventions, programmes and processes to address business needs
Code	106920L6
Range	Engaging major stakeholders in the process of identification, development, implementation and evaluation of organisation development (OD) initiatives. This applies to all kinds of engagement activities and OD initiatives to make change happen and address business needs.
Level	6
Credit	6
Competency	<p>Performance Requirements</p> <ol style="list-style-type: none"> 1. Knowledge in the Subject Area <ul style="list-style-type: none"> • Understand success factors of organisational change and OD interventions, programmes and processes in order to address business needs effectively • Understand the role of change agent and its key success factors in order to design and implement organisational change and OD interventions effectively 2. Applications and Processes <ul style="list-style-type: none"> • Engage senior management as sponsors of OD interventions, programmes and processes • Design OD interventions, programmes and processes with clear timeline, cost projection and indicators of effectiveness • Evaluate effectiveness of using internal or external resources in executing OD intervention and plan • Engage external vendors to implement OD initiatives when and where it is more effective • Evaluate implementation progress and measure success of OD interventions, programmes and processes • Design feedback mechanism and evaluate results of OD interventions against indicators of effectiveness for continuous improvement 3. Professional Behaviour and Attitude <ul style="list-style-type: none"> • Evaluate OD plan regularly for adjustment and improvement • Mobilise additional internal resources effectively and efficiently to support the ongoing OD and change process
Assessment Criteria	<p>The integrated outcome requirements of this UoC are:</p> <ul style="list-style-type: none"> • Establishment of OD plan consisting of a variety of OD interventions, programmes and processes. • Engagement with major stakeholders for multiple sources of input, ownership and quality of strategic planning. • Implementation of the OD plan to address business needs and achieve the expected objectives and outcomes of individual interventions and programmes.
Remark	