

Organisational Development and Change Advisory Services



How We Can Help you :

- Facilitate engagement.
- Provide advice and consultancy.
- Inform and structure decision making.
- Support plans and implementation of strategy, change and programme initiatives.

- Use evidence and data to support decisions.
- Ensure effective analysis, audits, reviews and diagnosis of issues.
- Assess and evaluate progress and outcomes.

- Design client specific strategies, programmes and interventions to support goals.
- Align to policies, agreed codes of practice, industry accepted standards and good practice.

- Develop and enhance capability, capacity and processes in organisations.
- Support managers deliver on objectives, responsibilities and achieve best outcomes for themselves, teams and their organisations.

Benefits of the IPA :

✓ **End-to-End Solutions** from diagnosis, planning, managing the intervention to evaluation and follow-up.

✓ **Broad expertise** in interlinking disciplines and taking a **systemic approach** to problem solving and planning.

✓ An **'outside in'** perspective with innate understanding of **public sector context**.

✓ **Track record** assisting public sector organisations **enhance performance** & develop capacity to deliver change and strategic objectives.

✓ **Partnership** approach to provide client centred bespoke service.

Our Suite of Change Products and Services include:



Competency and Knowledge Development For Change Leaders, Managers and Practitioners:

PROFESSIONAL DIPLOMA IN MANAGING CHANGE

Eight Day Applied Academic Programme

(UCD Accredited, Special Purpose Award, 20 Credits)
Aimed at Change Leaders, Senior Managers and Practitioners to ensure a comprehensive approach to diagnosing, planning and implementing successful organisational change.

A **change project** is a central component.

Module Dates

11-12 October, 29-20 November 2017, 31 January – 1 February & 28 February – 1 March 2018

PROSCI® CHANGE MANAGEMENT CERTIFICATION

A 3-day, in-house programme for change leaders, project managers and other change-related roles. Achieve certification in an internationally recognised change management methodology. Delivered by STEPSTONE Consulting, Prosci® Global Partner.

Prosci® suite of role-based training delivered by STEPSTONE Consulting, Prosci® Global Partner.

COMPETENCY DEVELOPMENT

We specialise in providing:

- Bespoke capability development programmes to assist managers and staff at all levels manage and respond to change constructively.
- Designing and delivering cross-sectoral leadership of change programmes.
- Prosci® suite of role-based training offered in Partnership with STEPSTONE Consulting, Prosci® Global Partner.

CHANGE EXCHANGE

A forum for senior managers to benefit from practitioner and other expertise to inform and support change in the Public Sector. Sharing examples of good practice to strengthen change across the public sector.

Consultancy and Advisory Services For HR Professionals, Managers, Change Managers and Leaders:

STRATEGY, PLANNING AND IMPLEMENTATION

We can strengthen your strategic management and change processes with end to end support:

- Organisational and Strategy Reviews
- Internal and External Environmental Analysis
- Change Maturity Audits
- Cultural Diagnosis
- Prioritisation, alignment and execution planning
- Organisational development interventions
- Business Cases for Change

PEOPLE AND CHANGE

We can help you strengthen your people capability and capacity through a range of supports:

- Structural reviews and Job re-design
- Competency Reviews and Profile Development
- Stakeholder Needs Analysis and Engagement
- Communications Planning, Audits and Review
- Learning and Development strategy development and review
- Talent and Leadership Development
- Mentoring and Coaching programmes
- Succession and Workforce Planning

FOR FURTHER
INFORMATION OR TO
DISCUSS HOW IPA CAN
HELP, CONTACT:

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