

**HRODC Postgraduate Training Institute,**  
A Postgraduate-Only Institution,  
Verified by, & Registered with,  
UK's Department for Education



**#X001**

**Dynamics of Organisational  
Change Management,  
Postgraduate Short Course**

**Leading To:**

**Diploma – Postgraduate – in  
Dynamics of Organisational  
Change Management, 30 Credit-  
Hours**

**Accumulating to a Postgraduate  
Certificate, with 150 additional  
Credit-Hours, and a**

**Postgraduate Diploma, with 330  
additional Credit-Hours.**



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**Prof. Dr. R. B. Crawford - Director**

PhD (UCL – Uni London); MEd M. (Uni Bath); PGC IS (Uni West London);  
Adv Dip Sc Ed (Uni Bristol); PG Dip Doctoral Research Supervision  
(Uni Wolverhampton); F.I.M.S.; HR Specialist (I.M.S.);  
Executive M. AOM; M. AAM; M. ISGS; M. SCOS; M. RG.

**Programme or Course Coordinator:**



Prof. Dr. R. B. Crawford, is the Director of  
HRODC Postgraduate Training Institute.

He has the following Qualifications and Affiliations:

- Doctor of Philosophy {(PhD) {University College London (UCL) - University of London}};
- MEd Management (University of Bath);
- Postgraduate (Advanced) Diploma Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);





- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Member of ResearchGate;
- Executive Member of Academy of Management (AOM). There, his contribution incorporates the judging of competitions, review of journal articles, and guiding the development of conference papers. He also contributes to the Disciplines of:
  - Human Resources;
  - Organization and Management Theory;
  - Organization Development and Change;
  - Research Methods;
  - Conflict Management;
  - Organizational Behavior;
  - Management Consulting;
  - Gender & Diversity in Organizations; and
  - Critical Management Studies.

**Professor Dr. Crawford has been an Academic in the following UK Universities:**

- University of London (Royal Holloway), as Research Tutor;
- University of Greenwich (Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;
- University of Wolverhampton, (Wolverhampton Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;
- London Southbank University (Business School), as Lecturer and Unit Leader.

**His responsibilities in these roles included:**


- Doctoral Research Supervisor;
- Admissions Tutor;
- Postgraduate and Undergraduate Dissertation Supervisor;
- Programme Leader;
- Personal Tutor

**For Whom This Course is Designed**

**This Course is Designed For:**

- Board of Directors;
- Consultants;
- Corporate Managers;
- Entrepreneurs;
- Executive Managers;
- External Change Agents;
- Human Resource Managers;
- Individuals with a genuine interest in Issues associated with Organisational Management.
- Internal Change Agents;
- Junior Managers;
- Management Graduates;
- Management Lecturers;
- Middle Managers;
- Organisational Development Practitioners;
- Senior Managers;
- Supervisors;
- All others, desirous of managing the change process effectively.

<b>Classroom-Based Duration and Cost:</b>	
<b>Classroom-Based Duration:</b>	<b>5 Days</b>
<b>Classroom-Based Cost:</b>	<b>£5,000.00 Per Delegate</b>
<b>Online (Video-Enhanced) Duration and Cost</b>	
<b>Online Duration:</b>	<b>10 Days @ 3 Hours Per Day</b>
<b>Online Cost:</b>	<b>£3,350.00 Per Delegate</b>



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**Primary Website = <https://www.hrodc.com>**  
**Prof. Dr. R. B. Crawford, Director.**

### Classroom-Based Course and Programme Cost includes:

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;
- Postgraduate Diploma/ Diploma – Postgraduate –or
- Certificate of Attendance and Participation – if unsuccessful on resit.

### Students and Delegates will be given a Selection of our Complimentary Products, which include:

- Our Branded Leather Conference Folder;
- Our Branded Leather Conference Ring Binder/ Writing Pad;
- Our Branded Key Ring/ Chain;
- Our Branded Leather Conference (Computer – Phone) Bag – Black or Brown;
- Our Branded 8-16 GB USB Flash Memory Drive, with Course Material;
- Our Branded Metal Pen;
- Our Branded Polo Shirt.;
- Our Branded Carrier Bag.

**Daily Schedule: 9:30 to 4:30 pm.**

#### **Scheduled Delivery Locations:**

- Central London, UK;
- Dubai, UAE;
- Kuala Lumpur, Malaysia;
- Amsterdam, The Netherlands;
- Brussels, Belgium;
- Paris, France; and
- Durban, South Africa.

Delivery in other International Locations, on request.

## **Dynamics of Organisational Change Management Course**

**Leading to Diploma – Postgraduate – in Organisational Change Management, 30, Accumulating to a Postgraduate Certificate, with 150 Additional Credit-Hours, or a Postgraduate Diploma, with 330 Additional Credit-Hours**

## **Product Differentiation**

This change management seminar seeks to empower corporate and operational managers, and change agents, in particular, to manage the change process effectively.

- While I am aware of their general popularity, this is not just another change management seminar. It is a change management seminar with major differences, the first of which is the fact that the one on offer is research driven.
- For example, the concept of 'change acceleration' is new, emerging out of Prof. Dr. Crawford's empirical research. The 'Dynamics of Organisational Change Management' is the first change management seminar in which 'change acceleration' is discussed.
- Delegates of this change management seminar will, therefore, benefit from the new knowledge and expertise that this seminar guarantees, improving their value to their organisations, as they strive towards acquiring and, or, maintaining their competitive advantage.
- They will benefit immensely from the expertise of Dr. Crawford, as a senior academic, consultant and trainer.
- The delegate activities of the seminar are carefully designed to ensure that the objectives of this change management seminar are achieved.
- They are based on sound principles of learning and development, taking individual variants into account.
- These activities also address the levels of competence that delegates achieve, and will be measured continuously throughout the seminar, with a view to enhancing their improvement.



## Course Objectives

By the conclusion of the specified learning and development activities, delegates will:

- Appreciate the difference between individual stress tolerance levels;
- Appreciate the importance of change institutionalisation;
- Assess the impact of information and communications technologies (ICTs) on the change process;
- Assess the importance of effective communication in successful Organisational Development and Change.
- Assess the likely effect of power distance on the effectiveness of change communication, taking steps to create a favourable situation within the internal and external environments;
- Chart the value of influence and rational empirical change strategies in ensuring worker comment to the change process;
- Demonstrate an understanding of organisational climate and how it can be gauged;
- Demonstrate an understanding of organisational development as a process;
- Demonstrate leadership in the implementation of change, whilst avoiding whilst avoiding human and organisational casualties;
- Demonstrate the need for a proactive stance in relation to organisational change;
- Demonstrate their ability to conduct an internal environmental analysis-SW;
- Demonstrate their ability to incorporate specified elements of the quality of working life in the management of their subsystems and sections;
- Demonstrate their awareness of change management and human resource implications;
- Demonstrate their awareness of the inevitability of organisational change;
- Design measures, which will ensure change institutionalisation;
- Determine organisational success factors;
- Determine the different stages of process consultation;
- Determine the factors, which contribute to workers' resistance to change;
- Determine the key role that organisational change agent play in driving the process forward;
- Determine the most appropriate Organisational Change strategy that should be employed in particular change and organisational contexts;
- Determine the most effective ways of communicating change decisions to workers;
- Determine the most effective ways of communicating change decisions to workers;



- Determine the situations when a particular approach might be appropriate;
- Determine the situations, in specific relation to scale, level, cost, urgency (both proactive and reactive), where a particular approach might be appropriate;
- Determine the type, level and stage of change that might be best suited to the 'employment' of internal or external change agents, respectively, maintaining an effective working environment;
- Determine ways of reducing latency in organisational change process;
- Determine when change acceleration is necessary;
- Devise a strategy that will reduce the negative effects of 'change acceleration';
- Devise methods of reducing stress levels;
- Distinguish between change strategies and approaches to change;
- Distinguish between strategic and operational change;
- Distinguish between the speed of change and 'change acceleration';
- Employ the correct change strategy that will create 'winners' even in a 'most hopeless' situation;
- Establish the symbiotic relationship between Organisational Development and Organisational Change;
- Exhibit a heightened awareness of the constituents of organisational development;
- Exhibit a heightened awareness of the constituents of organisational development;
- Exhibit their ability to conduct an external environmental analysis;
- Exhibit their ability to use aspects of quality of working life to motivate workers;
- Exploit the benefits of Information and Communications Technologies (ICTs) in the planning, communication and implementation of change, being mindful of their drawbacks;
- Illustrate the advantages and disadvantages of each change strategy;
- Illustrate the advantages and drawbacks of group involvement in decisions related to change;
- Implement change, whilst avoiding human and organisational casualties;
- Manage latent and manifest resistance to change;
- Manage Sensitivity Training successfully;
- Manage the relationship between the organisation and its internal and external stakeholders during the different stages of the change process;
- Match the mode, channel and method of communication with the nature and stage of the change process;



- Strike a balance between macro organisational development and micro organisational development;
- Suggest the degree to which leadership styles plays a part in affecting the success or failure of the change process; and
- Suggest the efforts, which an organisation might employ to reduce workers' resistance to change;
- Synthesize the relationship between internal and external environmental analyses-SWOT;
- Take steps to create a positive perception of the organisation, among shareholders, funding agents, clients and customers, during a strategic change process.

## Course Contents, Concepts, and Issues

### Part 1 - Organisational Development: Salient Issues

- What is Organisational Development?
- OD and Organisational Effectiveness;
- Differing Perspectives of Organisational Development;
- Organisational Climate;
- Organisational Culture;
- Organisational Norms;
- Organisational Values;
- Organisational Power Structure;
- Worker Commitment;
- Structure of Roles in Organisation;
- Inter-Group Collaboration;
- The Combination of the Authority Based in Roles with the Authority Based in Knowledge and Skills;
- The Creation of an Open System of Communication –Vertically, Horizontally, Diagonally; Management Development.

## **Part 2 - Micro and Macro Organisational Development: Their Respective Direct and Indirect Contribution to Organisational Improvement and Eventual Effectiveness (1)**

- Micro Organisational Development;
- The Quality of Working Life;
- Aspects of Quality of Working Life;
- Adequate and Fair Compensation;
- Healthy and Safe Working Conditions;
- Development and Growth of Human Capacities;
- Growth and Security;
- Social Integration of People;
- Constitutionalism.

## **Part 3 - Micro and Macro Organisational Development: Their Respective Direct and Indirect Contribution to Organisational Improvement and Eventual Effectiveness (2)**

- Protection of Total Life Space;
- Social Relevance of Work;
- Sensitivity Training;
- Approach to Organisational Development;
- Organisational Development Interventions;
- Process Consultation;
- Enhancing the Effectiveness of Programmes;
- Macro Organisational Development: Organisation-wide Development and Change
- Determination of organisational Development Success.

## **Part 4 - Contextualising the Organisational Change Management Process (1)**

- Influence Change Strategies: When They Should be Used or Avoided;
- Control Change Strategies: When They Should Be Used or Avoided;
- Communicating Organisational Change;
- Communication Media: Mass or Personalised Communication?
- Mode and Channels of Communication;
- Getting the Message Right;
- Timing of Communication;
- Who Should Communicate What, When?
- Use of Groups in Change Process;
- Managing Latent and Manifest Resistance to Change;
- Effective, Overall Change Leadership.

## **Part 5 - Contextualising the Organisational Change Management Process (2)**

- Leading Change Implementation;
- Selecting the Appropriate Change Agent;
- Internal or External;
- Speed of Change;
- Change Acceleration: Averting Organisational and Individual Casualties;
- Confidence;
- Change Tolerance and Individual Stress Levels;
- Managing The External Environment: Improving Perception and Instilling;
- Stakeholders, Generally;
- Shareholders and Funding Agents;
- Customers and Clients;
- Potential Customers and Clients;
- Change Institutionalisation: Returning to Normality.








**HRODC Postgraduate Training Institute.**  
**Regulation For The Awards of:**  
**\* Postgraduate Diploma;**  
**\* Postgraduate Certificate; &**  
**\* Diploma – Postgraduate.**

**Diploma – Postgraduate – Short Courses; Postgraduate Certificate and Postgraduate Diploma Programmes**

Postgraduate Short Courses are of a minimum of five days' Classroom-Based (10 days' Video-Enhanced Online) but less than 6 weeks' Classroom-Based (less than 10 weeks' Video-Enhanced Online) duration, are referred to as Diploma – Postgraduate. This means that they are postgraduate credits, towards a Postgraduate Certificate and Postgraduate Diploma. Postgraduate Certificate and Postgraduate Diploma represent Programmes of Study, leading or accumulating to Awards bearing their title prefixes. While we, refer to our short studies, detailed above, as 'Courses', those with duration of 6 weeks or 12 weeks In-Classroom (10- and 20-weeks' Video-Enhanced Online) are labelled 'Programmes'. Nevertheless, we conform to popular usage, by often referring to all study durations as 'Courses'. A mark of distinction, though, is that participants in a short course are referred to as 'Delegates', as opposed to the ascription 'Students', which is confined to those studying a Postgraduate Programme.

In line with the above notion, a Postgraduate Certificate might be earned through a 6 weeks' Intensive Classroom-Based Study, or 10 weeks' Video-Enhanced, or Face-To-Face, Online Delivery. Similarly, a Postgraduate Diploma might be studied for 12 weeks In-classroom or 20 weeks Video-Enhanced Face-To-Face. They might also be taken through a blend of both modes, providing that a minimum of 6 and 12 Credits and 180 or 360 Credit-Hours, respectively, are earned. You might Pick and Mix Courses, to create your preferred blend of Disciplines, or follow a predesigned Specialist route. They might accumulate from our Postgraduate Short Courses, or through continuous study. These Specialisms are exemplified



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by the following excerpts from the document 'Postgraduate Certificate and Postgraduate Diploma Awards'.

<b>Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles</b>	
<b>Programme #</b>	<b>Award Title (Click to Download Desired Brochure)</b>
<b>010</b>	Postgraduate Diploma in Human Resource Management.
<b>010.1</b>	Postgraduate Certificate in Human Resource Management.
<b>014</b>	Postgraduate Diploma in Automotive Electrical, Electronic and Mechanical Diagnostic, Maintenance and Repair
<b>017</b>	Postgraduate Diploma in Real Estate Management, Incorporating Property Law.
<b>017.1</b>	Postgraduate Certificate in Real Estate Management, Incorporating Property Law.
<b>020</b>	Postgraduate Diploma in Accounting and Finance.
<b>020.1</b>	Postgraduate Certificate in Accounting and Finance.
<b>028</b>	Postgraduate Certificate in Industrial Health and Safety Management, Incorporating Oil and Gas Safety.
<b>032</b>	Postgraduate Diploma in Executive Management
<b>032.1</b>	Postgraduate Certificate in Executive Management
<b>043</b>	Postgraduate Diploma in Communication and Information Management.
<b>043.1</b>	Postgraduate Certificate in Communication and Information Management.
<b>044</b>	Postgraduate Diploma in Women in Management.

<b>Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles</b>	
<b>Programme #</b>	<b>Award Title (Click to Download Desired Brochure)</b>
<b>044.1</b>	Postgraduate Certificate in Women in Management.
<b>061</b>	Postgraduate Certificate in Financial Accounting and Management Accounting.
<b>070</b>	Postgraduate Diploma in Human Resource Training and Development Management
<b>070.1</b>	Postgraduate Certificate in Human Resource Training and Development Management.
<b>079</b>	Postgraduate Diploma in Managing National and International Economic Competition.
<b>085</b>	Postgraduate Diploma in Corporate Governance and Strategic Management.
<b>085.1</b>	Postgraduate Certificate in Corporate Governance and Strategic Management.
<b>086</b>	Postgraduate Diploma in Business Administration
<b>86.1</b>	Postgraduate Certificate in Business Administration.
<b>097</b>	Postgraduate Diploma in Telecommunication Systems
<b>097.1</b>	Postgraduate Certificate in Telecommunication Systems
<b>115</b>	Postgraduate Diploma in Cost Accounting, Budgeting, Profitability Analysis, Strategy and Balanced Scorecard.



<b>Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles</b>	
<b>Programme #</b>	<b>Award Title (Click to Download Desired Brochure)</b>
<b>115.1</b>	Postgraduate Certificate in Cost Accounting, Budgeting, Profitability Analysis.

## **Understanding Our Postgraduate Credit System**

### **Credit-Hours and Credit-Values, in Diploma – Postgraduate - Award**

Credit-Hours are the actual amount of time that a lecturer or tutor spends with his or her students or delegates, in both Classroom-based and Video-Enhanced Deliveries. Each Five-Day Classroom-Based, or a Ten-Day Video-Enhanced (3 hours per day) Course consists of 30 Credit-Hours, while a 6-Day Classroom-based (12day Video-Enhanced) course amounts to 36 Credit-Hours. Because Credit-Values are calculated in multiples of 30 Credit-Hours, 60-89 Credit-Hours have a Double-Credit (2 Credit) value, while 90 Credit-Hours earn a Triple-Credit (3 Credits).

A delegate who successfully completes a Postgraduate Short Course of 30 or more Credit-Hours, but which is less than 180 Credit-Hours (Postgraduate Certificate), is awarded a Diploma – Postgraduate. This Award is assigned Credit-Values and Credit-Hours, as are exemplified by the following:

1. Diploma – Postgraduate – in Organisational Change Management, 30 Credit-Hours;
2. Diploma - Postgraduate - in Trainer Training: Training for Trainers, Double-Credit, 60 Credit-Hours:
3. Conveyancing and Property Valuation: Property Law, Double-Credit, 72 Credit-Hours:
4. Diploma – Postgraduate – in University and Higher Education Administration, Triple-Credit, 90 Credit-Hours;

5. Diploma – Postgraduate – in Tourism and International Relations, Quad-Credit, 120 Credit-Hours.

As in the first example, above, where the Credit-Value is not noted in an Award, it must be assumed that it is a Single-Credit Value.

### Postgraduate Diploma Award

A Postgraduate Diploma Award is achieved with a minimum of 360 Credit-Hours, through continuous study, or an accumulation of Credit-Hours.

### Postgraduate Certificate Award

A Postgraduate Certificate might be gained with a minimum of 180 Credit-Hours, through continuous study or Credit-Hours' accumulation.

### Cumulative Postgraduate Certificate, and Postgraduate Diploma Awards

All Postgraduate Short Courses accumulate to a Postgraduate Certificate and a Postgraduate Diploma, on a 'Pic and Mix' or Specialist basis. This means that we maintain academic records for each delegate, indicating the courses studied, with their Credit-Value and Credit-Hours, as are indicated above, '**Credit-Hours and Credit-Values, in Diploma – Postgraduate – Award**'. The Credit-Hours are aggregated to accumulate to at least 180 and 360 Credit-Hours, for a Postgraduate Certificate and a Postgraduate Diploma, respectively. Each Short Course Award (below a Postgraduate Certificate) indicates both its Credit-Value and Credit-Hours, excepting for Single-Credit.

### Accumulated Postgraduate Certificate, and Postgraduate Diploma Awards

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have predetermined Award Titles. Delegates who do not follow a specialism, for accumulation to a Postgraduate Certificate and Postgraduate Diploma, receive a Generalist, rather

than a Specialist, Award. However, a Specialist Award is given to delegates who studied at least seventy percent (70%) of their courses in a specialist grouping, as are exemplified above, under the heading '**Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles**'.

## **Assessment Requirement For Postgraduate Diploma; Postgraduate Certificate; and Diploma - Postgraduate**

Because of the intensive nature of our Courses and Programmes, for In-Classroom, and Video-Enhanced Online modes, assessment will take place during or at the end of the '**active teaching period**', adopting differing formats. These structures include, but are not limited to:

- In-Class Tests;
- Text-Case Analyses;
- Video-Case Analyses;
- 'Out-of-Class' Assignments;
- Individual Presentations;
- Group Presentations; and
- End of Course Examinations.

Based on these assessments, successful candidates will receive either a:

- Diploma – Postgraduate - Award;
- Postgraduate Certificate Award; or
- Postgraduate Diploma Award.

For all the above Awards, a minimum of 70% overall pass is expected. To receive the Awards of Postgraduate Certificate and Postgraduate Diploma, candidates must have accumulated at least the required minimum 'Credit-Hours', with a pass (of 70% and above) in at least 70% of the courses taken.

Delegates and students who fail to achieve the requirement for Postgraduate Certificate, Postgraduate Diploma, or Diploma - Postgraduate - will be given support for 2 re-submissions for each course. Those delegates who fail to achieve the assessment requirement for the



Postgraduate Diploma or Diploma - Postgraduate - on 2 resubmissions, or those who elect not to receive them, will be awarded the Certificate of Attendance and Participation.

## Application Process For Postgraduate Diploma; Postgraduate Certificate; and Diploma – Postgraduate - Short Courses

Applicants for Diploma – Postgraduate; Postgraduate Certificate; and Postgraduate Diploma are required to submit the following documents:

- Completed Postgraduate Application Form, including a passport sized picture affixed to the appropriate section;
- A copy of Issue and Photo (bio data) page/s of the applicant's current valid passport or copy of 'Photo-embedded' National Identity Card;
- Copies of credentials stated in the Application Form.

## Admission and Enrolment Procedure

- On receipt of all the above documents, they will be forwarded to our 'Admissions Committee', which will assess applicants' suitability for the Course or Programme for which they have applied;
- If they are accepted on their chosen Course or Programme, they will be notified accordingly, and sent Invoices;
- Upon receipt of an applicant's payment, we will send him or her an Official Payment Receipt, and Admission Letter, bearing a copy of the Passport-Type in the respective Application Form.
- Those intending to study in a foreign country, and require a Visa, will be sent the necessary **Immigration Documentation**, to support their application;
- **Joining Instruction** will be sent to Students and Delegates, on time to prepare for their enrolment. The incorporated information include:
  - Venue Name, Location, with specific address;
  - Details of Airport Transfer, where appropriate;
  - Start date and time;
  - Registration details;
  - Daily Schedule;

- Local Transportation Details;
- Residential Accommodation Details;
- Leisure and Shopping Facilities, in the area;
- General Security Information; among others.

## **Our Synchronous (Video-Enhanced) Online Study Mode**

In a move away from the traditional online courses and embracing recent developments in technology-mediated distance education, HRODC Postgraduate Training Institute has introduced a Synchronous (Video-Enhanced) delivery.

You are taught as individuals, on a one-to-one or one-to-small-group basis. You see the tutor face to-face, for the duration of your course. You will interact with the lecturer, ask, and address questions; sitting examinations, in his or her presence. It is as real as any face-to-face lecture and seminar can be. Choose from a wide range of Diploma – Postgraduate - Courses and an increasing number of Specialist Postgraduate Certificate and Postgraduate Diploma Programmes. You might also accumulate Postgraduate Short Courses, via this mode of study, over a **12-year period**, towards a Postgraduate Certificate or Postgraduate Diploma.

## **Key Features of Our Online Study: Video-Enhanced Online**

- The tutor meets the group and presents the course, via Video, in a similar way to its classroom-based counterpart;
- All participants can see, and interact with, each other, and with the tutor;
- They watch and discuss the various video cases and demonstrations that form an integral part of our delivery methodology;
- Their assessment is structured in the same way as it is done in a classroom setting;
- The Video-Enhanced Online mode of training usually starts on the 1<sup>st</sup> of each month, with the cut-off date being the 20<sup>th</sup> of each month, for inclusion the following month;
- Its duration is twice the duration of its classroom-based counterpart. For example, a 5-day (30 Credit Hours) classroom-based course will last 10 days, in Video-Enhanced Online mode. This calculation is based on 3 hours tuition per day, adhering to the Institute's required 30 Credit-Hours;

- The cost of the Video-Enhanced Online mode is 67% of similar classroom-based courses;
- For example, a 5-day classroom-based course, which costs Five Thousand Pounds, is only Three Thousand Three Hundred and Fifty Pounds (£3,350.00) in Video-Enhanced Online Mode.

## **10- Week Synchronous (Video-Enhanced) Online Postgraduate Certificate; and 20-Week Synchronous Online Postgraduate Diploma Programmes**

You might study an Online Postgraduate Certificate or Online Postgraduate Diploma, in 10 and 20 weeks, respectively, in the comfort of your office or homes, through HRODC Postgraduate Training Institute's Synchronous (Video-Enhanced) Online Delivery. We will deliver the 180 Credit-Hours and 360 Credit-Hours, respectively, in line with our **Regulation**, through 'Direct-Lecturer-Contact', within the stipulated timeframe. We aim to fit the tuition around your work, family commitment and leisure, thereby enhancing your maintenance of an effective 'work-study-life-style balance', at times convenient to you and your appointed tutor.



## **Service Contract: Incorporating Terms and Conditions**

[Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.](#)

[https://www.hrodc.com/Service\\_Contract\\_Terms\\_and\\_Conditions\\_Service\\_Details\\_Delivery\\_Point\\_Period\\_Cancellations\\_Extinuating\\_Circumstances\\_Payment\\_Protocol\\_Location.htm](https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm)

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.



You are most Welcome to Visit our Main Website, & SM Pages, to Communicate with, & 'Follow', us.



For and on Behalf of:

Prof. Dr. R. B. Crawford - Director  
HRODC Postgraduate Training Institute

