

HRODC Postgraduate Training Institute



A Postgraduate - Only Institution



#085.M5

Strategic Planning and Organisational Development (OD)

Postgraduate Short Course

Leading To:

DIPLOMA - POSTGRADUATE IN

Strategic Planning and Organisational Development, Triple-Credit, 90 Credit-Hours

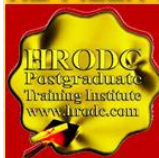
Accumulating to A

Postgraduate Certificate, With 90 Additional Credit-Hours, or A

Postgraduate Diploma, With 270 Additional Credit-Hours


HRODC Postgraduate Training Institute

HQ : 122A Bhylls Lane, Castlecroft, Wolverhampton, West Midlands WV3 8DZ, UK



Prof. Dr. Ronald B. Crawford - Director

PhD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; M. RG. C.



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Websites:
<https://www.hrodc.com/>
<https://www.hrodc.london>
[postgraduateshortcourses.com/](https://www.postgraduateshortcourses.com/)

Email:
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Wolverhampton
WV3 8DZ
West Midlands, UK

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HRODC Postgraduate Training Institute, A Postgraduate-Only Institution
Our UK Government's Verification and Registration


Our Institute is Verified by, and Registered with, the United Kingdom (UK) Register of Learning Providers (UKRLP), of the Department for Education (DfE). Its UK Provider Reference Number (UKPRN) is: 10019585 and might be located at: <https://www.ukrlp.co.uk/>.

Course Coordinator:

Prof. Dr. R. B. Crawford is the Director of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution. 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);

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- 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;

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➤ Personal Tutor

For Whom This Course is Designed

This Course is Designed For:

- Chief Executives;
- Company Directors;
- Government Ministers;
- Government Advisors;
- Industrial Advisers;
- Industrial Administrators;
- Industrial Engineers;
- Industrial Engineers;
- Industrial Planners;
- Industrial Researchers;
- Fund Holders;
- Pension Fund Managers;
- Corporate Investors;
- Individual Investors;
- Venture Capitalists;
- Senior Administrators;
- Managers;
- Supervisors;
- Team Leaders;
- Corporate Secretaries;
- Those interested in Corporate Functions and Corporate Affairs.

Classroom-Based Duration and Cost:	
Classroom-Based Duration:	15 Days
Classroom-Based Cost:	£15,000.00 Per Delegate
Online (Video-Enhanced) Duration and Cost	
Online Duration:	30 Days – 3 Hours Per Day
Online Cost:	£10,050.00 Per Delegate

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.

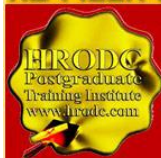
Students and Delegates will be given a Selection of our Complimentary Products, which include:

- **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.

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Delivery Locations:

- 1. Central London, UK;**
- 2. Dubai, UAE;**
- 3. Kuala Lumpur, Malaysia;**
- 4. Amsterdam, The Netherlands;**
- 5. Brussels, Belgium;**
- 6. Paris, France; and**
- 7. Durban, South Africa;**
- 8. Other International Locations, on request.**

Strategic Planning and Organisational Development (OD) Course

Leading to Diploma – Postgraduate – in Strategic Planning and Organisational Development (Triple-Credit) and 90 Credit-Hours, Accumulating to a Postgraduate Certificate, with 90 Additional Credit-Hours, or a Postgraduate Diploma, with 270 Additional Credit-Hours

Part 1: Rationale for Strategic Planning

- Developing a Written Strategic Plan: Importance;
- Promoting Buy-In Through the Strategic Planning Process;
- The Strategic Planning Team:
 - Team Membership;
 - Size of the Strategic Planning Team;
 - Broadening Involvement Beyond the Planning Team.
- Team Leadership:
 - Necessary Abilities of Team Leaders;
 - Characteristics of a Good Team Leader;
 - Team Leadership Styles;
 - Best Leadership Style in a Team Setting;
 - Establishing Followership;

- Ethics in Team Leadership.

Part 2: The Strategic Planning Process: An Overview

- Collecting, Organising, and Analysing Data;
- Making Informed Predictions;
- Establishing Direction and Formulate Strategy;
- Writing the Plan;
- Distributing, Communicating, and Executing the Plan;
- Monitoring, Measuring, and Adjusting;
- The Strategic.

Part 3: Collecting, Organising and Analysing Data (1)

- Assessing the Organisation's Financial Condition:
 - Assets and Liabilities;
 - Operating Budgets;
 - Profit Analysis.
- Assessing the Organisation's Strengths and Weaknesses:
 - Preparing the Organisation for a Strengths-and-Weaknesses Assessment;
 - Selecting an Effective Assessment Methodology:
 - ✚ Functional Unit Method;
 - ✚ Value Tree Method;
 - ✚ Key Performance Measures Method.
- Compiling the Strengths Component of the Assessment;
- Compiling the Weaknesses Component of the Assessment;
- Using the Results of the Assessment;
- Identifying Core Competencies That Produce Value:
 - Characteristics of Core Competencies That Produce Value;
 - What Customers Value Most;
 - Applying the Characteristics of Core Value-Producing Competencies as Criteria.

Part 4: Collecting, Organising and Analysing Data (2)

- Refining and Defining Markets:
 - Surviving vs. Thriving;
 - Market Strategy Review.
- Market Segmentation:
 - Geographic Segmentation;
 - Customer Demographics Segmentation;
 - Purchase Method Segmentation;
 - Product Type Segmentation.
- Analyzing Market Segments:
 - Using the Market Analysis Guide;
 - Defining Market Segment;
 - What do Customers in this Market Segment Value Most?;
 - Size of the Market Segment;
 - Current Share of the Market Segment;
 - Competitors in this Market Segment, and Their Market Share.

Part 5: Collecting, Organising and Analysing Data (4)

- Trends, Issues, or Developments Relating to this Market Segment Analyzing the Competition:
 - Competition Analysis Guide;
 - Directory Information (Company Name, Address, CEO);
 - Competing Products and Services and their Best Features;
 - Competitive Strategy;
 - Common Market Segments;
 - Organizational and Product Strengths;
 - Organizational and Product Weaknesses;
 - Other Pertinent Developments, Issue, or Factors.

Part 6: Making Informed Predictions

- Concept of Informed Predictions Defined;
- Why Making Informed Predictions Is So Important;
- How To Make Informed Predictions:
 - Avoid Common Planning Pitfalls.
- Predicting Pertinent Market Behaviors:
 - Pertinent Business Developments;
 - Customer Desires;
 - Profitability Potential;
 - Market Development.
- Identifying Opportunities and Threats:
 - The Brainstorming Process;
 - Factors to Consider When Identifying Opportunities and Threats:
 - ✚ Internal Processes;
 - ✚ Competition;
 - ✚ Products and Services;
 - ✚ Markets;
 - ✚ Acquisitions and Mergers;
 - ✚ Cultural, Socioeconomic, and Socio-political Issues.

Part 7: Adopting a Strategic Emphasis and Competitive Strategy

- Importance of Adopting a Strategic Emphasis:
 - Adopting a More Tightly Defined Strategic Emphasis: An Illustrative Case.
- Potential Areas of Strategic Emphasis:
 - Product-Based Strategic Emphasis;
 - Competency-Based Strategic Emphasis;
 - Customer-Based Strategic Emphasis;
 - Technology-Based Strategic Emphasis;
 - Raw Material Based Strategic Emphasis;

- Adopting a Strategic Emphasis for an Organization.
- Selecting A Competitive Strategy:
 - Low-Cost/Broad Scope Competitive Strategy;
 - Differentiation/Broad Scope Competitive Strategy;
 - Low-Cost/Narrow Scope Competitive Strategy;
 - Differentiation/Narrow Scope Competitive Strategy;
 - What the Competitive Strategy Does;
 - Selecting the Optimum Competitive Strategy.

Part 8: Writing the Strategic Plan

- Overview of the Strategic Plan:
 - Contents of a Completed Strategic Plan;
 - What about Specific Projects, Assignments, Responsibilities, and Budgets?;
 - How Does it All Tie Together?;
 - What about the Details?.
- Developing the Vision Statement;
- Writing the Vision Statement;
- Developing the Mission Statement;
- Developing the Guiding Principles;
- Developing Strategic Goals:
 - Using the Work from Earlier Steps in Developing Strategic Goals;
 - Converting Information into Strategic Goals;
 - Cautions Concerning Strategic Goals;
 - Examples of Strategic Goals.

Part 9: Executing the Strategic Plan

- Effective Execution Defined;
- Why Strategic Plans Break Down in the Execution Phase:
 - Dirty Hands Syndrome and Execution.
- Conduct a Roadblock Analysis of the Strategic Plan;
- Strategies for Effective Execution of the Strategic Plan:
 - Develop Action/Assignment Sheets;
 - Sample Action/Assignment Sheet;
 - Establish and Maintain Momentum by Reinforcing Progress.

Part 10: Strategic Plan from Start to Completion

- Developing a Strategic Plan: Data Technologies Company;
- Overview of the Process;
- Review of Material:
 - Strengths;
 - Weaknesses;
 - Opportunities;
 - Threats;
 - Core Competencies that Produce Value;
 - Competitors' Analysis.
- Developing the Vision;
- Developing the Mission;
- Developing Guiding Principles;
- Developing Strategic Goals;
- Planning for an Effective Execution;
- Developing Action/Assignment Sheets.

Part 11: Organisational Development (1)

- Concept of Organisational Development (OD):
 - Defining OD.
- Differing Perspectives of Organisational Development:
 - Organisational Climate;
 - Organisational Culture;
 - Organisational Norms;
 - Organisational Values;
 - Organisational Power Structure.
- Worker Commitment;
- Aspects of Quality of Working Life (1):
 - Adequate and Fair Compensation;
 - Healthy and Safe Working Conditions;
 - Development and Growth of Human Capacities.

➤ Part 12: Organisational Development (2)

- Aspects of Quality of Working Life (2):
 - Growth and Security;
 - Social Integration of People;
 - Constitutionalism;
 - Protection of Total Life Space;
 - Social Relevance of Work.
- Foundations of Organisational Change:
 - Levels and Characteristics of Organisational Change;
 - Models of Organisational Change;
 - Organisations as Systems;
 - Organisations as Socially Constructed;

- OD Practitioners;
- The Organisation Development Consulting Profession;
- The OD Consulting Process and Action Research.

Part 13: Process Consultation as a Crucial Aspect of Organisational Development

- Negotiated Entry;
- Formulation of the Contract;
- Establishment of the Setting;
- Data Gathering and Analysis;
- Diagnosing;
- Intervention;
- Withdrawal.

Part 14: Process Consultation as a Crucial Aspect of Organisational Development: Detailed Explanation (1)

- Entry and Contracting:
 - Entering into an OD Relationship;
 - Developing a Contract.
- Data Gathering:
 - Importance of Data Gathering;
 - Presenting Problems and Underlying Problems;
 - Data Gathering Process;
 - Data Gathering Methods;
 - Data Gathering Strategy and Approaches;
 - Ethical Issues with Data Gathering.
- Diagnosing Organisations and Feedingback Diagnostic Information:
 - Discovery, Assessment, Analysis and Interpretation;
 - Analysing Data;
 - Selecting and Prioritizing Theme;

- Feedback;
 - Resistance Recognition;
 - Ethical Issues with Diagnosis and Giving Feedback.
- Designing Interventions:
- Defining Interventions;
 - Reasons for Intervention Failure;
 - Factors to Be Considered In Selecting Intervention Strategy.

Part 15: Process Consultation as a Crucial Aspect of Organisational Development: Detailed Explanation (2)

- Structuring and Planning Interventions for Success;
 - The Role of the Change Agent in Intervention;
 - Ethical Issues with Intervention;
 - Overview of Intervention Techniques.
- Individual Interventions:
- Individual Change and Reactions to Change;
 - Individual Instruments and Assessments;
 - Coaching Mentoring;
 - 360 Feedbacks;
 - Career Planning and Development.

Part 16: Process Consultation as a Crucial Aspect of Organisational Development: Detailed Explanation (3)

- Team Interventions:
- Teams, Defined;
 - Characteristics of a Successful Team;
 - Special Types of Teams;
 - Team Development;

- Team-Building Interventions;
- Intergroup Interventions.
- The Entire Organisation and Multiple Organisation Intervention:
 - Characteristics of Contemporary Large-Scale Interventions;
 - Assessment and Change of Organisational Culture;
 - Organisation Design and Structure;
 - Directional Interventions;
 - Mergers and Acquisitions;
 - Transorganisation or Interorganisation Development.
- Withdrawal:
 - Sustaining Change after the Intervention;
 - Evaluation.

Postgraduate Diploma, Postgraduate Certificate, and Diploma – Postgraduate - Short Course Regulation


Postgraduate Certificate, Postgraduate Diploma, and Diploma – Postgraduate: Their Distinction, Credit Value and Award Title

Postgraduate Short Courses of a minimum of five days' 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 to Awards bearing their title prefixes. While we, refer to our short studies, of 5 days to five weeks, as 'Courses', those with duration of 6 weeks and more are labelled 'Programmes'. Nevertheless, in line with popular usage, we often refer to all study durations as 'Courses'. Another mark of distinction, in this regard, is that participants in a short course are referred to as 'Delegates', as opposed to the term 'Students', which is confined to those studying a Postgraduate Programme.

Courses are of varying Credit-Values; some being Single-Credit, Double-Credit, Triple-Credit, Quad-Credit, 5-Credit, etc. These short courses accumulate to Postgraduate Certificate, with

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a total of 180 Credit-Hours (= 6 X 5-Day Courses or 3 X 10-Day Courses), or Postgraduate Diploma, with a total of 360 Credit-Hours (= 12 X 5-Day Courses or 6 X 10-Day Courses).

Delegates studying courses of 5-7 days' duration, equivalent to 30-42 Credit-Hours (Direct Lecturer Contact), will, on successful assessment, receive the Diploma – Postgraduate Award. This represents a single credit at Postgraduate Level. While 6-day and 7-day courses also lead to a Diploma – Postgraduate, they accumulate 36 and 42 Credit Hours, respectively.

Postgraduate Certificate, Postgraduate Diploma, and Diploma – Postgraduate Assessment Requirement

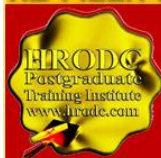
Because of the intensive nature of our courses and programmes, assessment will largely be in-course, adopting differing formats. These assessment formats include, but not limited to, in-class tests, assignments, end of course examinations. Based on these assessments, successful candidates will receive the Diploma – Postgraduate, Postgraduate Certificate, or Postgraduate Diploma, as appropriate.

In the case of Diploma – Postgraduate, a minimum of 70% overall pass is expected. In order 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.

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Diploma – Postgraduate, Postgraduate Certificate, and Postgraduate Diploma Application Requirements

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 form;
- A copy of Issue and Photo (bio data) page of the applicant's current valid passport or copy of his or her Photo-embedded National Identity Card;
- Copies of credentials mentioned in the application form.

Admission and Enrolment Procedure

- On receipt of all the above documents we 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 Admission Letters and Invoices;
- One week after the receipt of an applicant's payment or official payment notification, the relevant Course or Programme Tutor will contact him or her, by e-mail or telephone, welcoming him or her to HRODC Postgraduate Training Institute;
- Those intending to study in a foreign country, and require a Visa, will be sent the necessary immigration documentation, to support their application;
- Applicants will be notified of the dates, location and venue of enrolment and orientation, where appropriate.

Modes of Study and Duration of Postgraduate Certificate and Postgraduate Diploma Programmes

There are two delivery formats for Postgraduate Certificate and Postgraduate Diploma Programmes, as follows:

1. Intensive Full-time (Classroom-Based) Mode, lasting 3 months for Postgraduate Diploma, and 6 weeks for Postgraduate Certificate. These durations are based on six hours' lecturer-contact per day, five days (30 hours) per week, for Postgraduate Diploma;
2. Video-Enhanced On-Line Mode. This interactive online mode lasts twenty (20) weeks, for Postgraduate Diploma, and ten (10) weeks for Postgraduate Certificate. Our calculation is based on three hours per day, six days per week.

Whichever study mode is selected, the aggregate of 360 Credit Hours must be achieved.

Introducing Our 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 Video-Enhanced Online delivery. This Online mode of delivery is revolutionary and, at the time of writing, unique to HRODC Postgraduate Training Institute.

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 tutor, ask and address questions; sit examinations in the presence of the tutor. 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 6-year period, towards a Postgraduate Certificate or Postgraduate Diploma.

Key Features of Our Online Study: Video-Enhanced Online Mode

- The tutor meets the group and presents the course, via Video, in a similar way to its classroom-based counterpart;
- All participants are able to 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 1st of each month, with the cut-off date being the 20th of each month, for inclusion the following month;
- Its duration is twice as long as 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 Video-Enhanced Online Postgraduate Certificate and 20-Week Video-Enhanced Online Postgraduate Diploma

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 Video-Enhanced Online Delivery. We will deliver the 180 Credit-Hours and 360 Credit-Hours, 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.

Cumulative Postgraduate Certificate and Postgraduate Diploma Courses

All short courses can accumulate to the required number of Credit-Hours, for the Postgraduate Certificate and Postgraduate Diploma, over a six-year period from first registration and applies to both general and specialist groupings. In this regard, it is important to note that short courses vary in length, the minimum being 5 days (Diploma – Postgraduate) – equivalent to 30 Credit Hours, representing one credit, as is tabulated below.

On this basis, the definitive calculation on the Award requirement is based on the number of hours studied (aggregate credit-value), rather than merely the number of credits achieved. This approach is particularly useful when a student or delegate studies a mixture of courses of different credit-values.


For those delegates choosing the accumulative route, it is advisable that at least one or two credits be attempted each year. This will ensure that the required 180 Credit-Hours and 360 Credit-Hours, for the Postgraduate Certificate and Postgraduate Diploma, respectively, are achieved, within the designated period. These Credit-Values, awards and their accumulation are exemplified below.

Examples of Postgraduate Course Credits: Their Value, Award Prefix & Suffix – Based on 5-Day Multiples		
Credit Value	Credit Hours	Award Title Prefix (& Suffix)
Single-Credit	30-54	Diploma - Postgraduate
Double-Credit	60-84	Diploma – Postgraduate (Double-Credit)
Triple-Credit	90-114	Diploma – Postgraduate (Triple-Credit)
Quad-Credit	120-144	Diploma – Postgraduate (Quad-Credit)
5-Credit	150-174	Diploma – Postgraduate (5-Credit)

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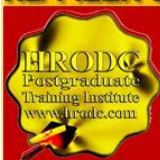
Examples of Postgraduate Course Credits: Their Value, Award Prefix & Suffix – Based on 5-Day Multiples		
Credit Value	Credit Hours	Award Title Prefix (& Suffix)
6-Credit	180-204	Postgraduate Certificate
7-Credit	210-234	Postgraduate Certificate (+ 1 Credit)
8-Credit	240-264	Postgraduate Certificate (+2 Credits)
9-Credit	270-294	Postgraduate Certificate (+3 Credits)
10-Credit	300-324	Postgraduate Certificate (+ 4 Credits)
11-Credit	330-354	Postgraduate Certificate (+5 Credits)
12-Credit	360	Postgraduate Diploma
360 Credit-Hours = Postgraduate Diploma		
12 X 5-Day Courses = 360 Credit-Hours = Postgraduate Diploma		
10 X 6-Day Courses = 360 Credit-Hours = Postgraduate Diploma		

Exemplification of Accumulated Postgraduate Certificate and Postgraduate Diploma Award Titles

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have their predetermined Award Titles. Where delegates do not follow a Specialism, for accumulation to a Postgraduate Diploma, they will normally be Awarded a General Award, without any Specialist Award Title. However, a Specialist Award will be given, where a delegate studies at least seventy percent (70%) of his or her courses in a specialist grouping. These are exemplified below:

- 1. Postgraduate Diploma in Accounting and Finance;**
- 2. Postgraduate Certificate in Accounting and Finance;**
- 3. Postgraduate Certificate in Aviation Management;**
- 4. Postgraduate Diploma in Aviation Management;**
- 5. Postgraduate Certificate in Industrial Health and Safety Management, Incorporating Oil and Gas Safety;**

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Prof. Dr. Ronald B. Crawford - Director

PhD (Uni London); M. Ed. M (Bristol); PGCIS (UWL); Adv. Dip. Sc. Ed (Bristol); Dip. Doc. Res. (Uni Wlv); F.I.M.S.; HR. S. (I.M.S.); Exec. M. AOM; M. AAM; M.I.S.G.S.; M.S.C.O.S.; M. RG. C.

6. **Postgraduate Diploma in Industrial Health and Safety Management, Incorporating Oil and Gas Safety;**
7. **Postgraduate Certificate in Business Communication;**
8. **Postgraduate Diploma in Business Communication;**
9. **Postgraduate Certificate in Corporate Governance;**
10. **Postgraduate Diploma in Corporate Governance;**
11. **Postgraduate Certificate in Costing and Budgeting;**
12. **Postgraduate Diploma in Costing and Budgeting;**
13. **Postgraduate Certificate in Client or Customer Relations;**
14. **Postgraduate Diploma in Client or Customer Relations;**
15. **Postgraduate Certificate in Engineering and Technical Skills;**
16. **Postgraduate Diploma in Engineering and Technical Skills;**
17. **Postgraduate Certificate in Events Management;**
18. **Postgraduate Diploma in Events Management;**
19. **Postgraduate Certificate in Health and Safety Management;**
20. **Postgraduate Diploma in Health and Safety Management;**
21. **Postgraduate Certificate in Health Care Management;**
22. **Postgraduate Diploma in Health Care Management;**
23. **Postgraduate Certificate in Human Resource Development;**
24. **Postgraduate Diploma in Human Resource Development;**
25. **Postgraduate Certificate in Human Resource Management;**
26. **Postgraduate Diploma in Human Resource Management;**
27. **Postgraduate Certificate in Information and Communications Technology (ICT);**
28. **Postgraduate Diploma in Information and Communications Technology (ICT);**
29. **Postgraduate Certificate in Leadership Skills;**
30. **Postgraduate Diploma in Leadership Skills;**
31. **Postgraduate Certificate in Law – International and National;**
32. **Postgraduate Diploma in Law – International and National;**

33. Postgraduate Certificate in Logistics and Supply Chain Management;
34. Postgraduate Diploma in Logistics and Supply Chain Management;
35. Postgraduate Certificate in Management Skills;
36. Postgraduate Diploma in Management Skills;
37. Postgraduate Certificate in Maritime Studies;
38. Postgraduate Diploma in Maritime Studies;
39. Postgraduate Certificate in Oil and Gas Operation;
40. Postgraduate Diploma in Oil and Gas Operation;
41. Postgraduate Certificate in Oil and Gas Accounting;
42. Postgraduate Diploma in Oil and Gas Accounting;
43. Postgraduate Certificate in Politics and Economic Development;
44. Postgraduate Diploma in Politics and Economic Development;
45. Postgraduate Certificate in Procurement Management;
46. Postgraduate Diploma in Procurement Management;
47. Postgraduate Certificate in Project Management;
48. Postgraduate Diploma in Project Management;
49. Postgraduate Certificate in Public Administration;
50. Postgraduate Diploma in Public Administration;
51. Postgraduate Certificate in Quality Management;
52. Postgraduate Diploma in Quality Management;
53. Postgraduate Certificate in Real Estate Management;
54. Postgraduate Diploma in Real Estate Management;
55. Postgraduate Certificate in Research Methods;
56. Postgraduate Diploma in Research Methods;
57. Postgraduate Certificate in Risk Management;
58. Postgraduate Diploma in Risk Management;
59. Postgraduate Certificate in Sales and Marketing;
60. Postgraduate Diploma in Sales and Marketing;
61. Postgraduate Certificate in Travel, Tourism and International Relations;
62. Postgraduate Diploma in Travel, Tourism and International Relations.

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M. RG. C.

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Director
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