



ONLINE

ORGANIZATIONAL DEVELOPMENT

MANAGING CHANGE FOR SUSTAINABLE TRANSFORMATION

PEOPLE, PROCESSES, AND PERFORMANCE

⌚ 8 WEEKS, 60 HOURS

Information Note



International
Labour
Organization

ITC

International Training Centre



Empower people, align processes, and deliver lasting transformation in complex organizations.



OVERVIEW

SNAPSHOT OF THE COURSE

In today's dynamic world, organizations across all sectors must remain adaptable to external shifts whilst nurturing an internal capacity for change. By providing structure, communication, and employee involvement, effective change management promotes resilience, encourages innovation, and maintains employee morale, contributing to long-term organizational growth and sustainability across public, non-profit, and private sector contexts.

This tutor-based online certification programme provides a step-by-step guide through the change management process, understanding its evolution and most prominent theories; reflecting on the key enabling factors and challenges; and applying adequate methods and practical tools such as the development of a change management plan tailored to each participant which will ensure its relevance and use even after the end of the course. Exposure to both theory and practice ensures that participants not only comprehend theoretical concepts but also develop the practical skillset and acumen necessary for successful change management initiatives in their respective work environments.

WHAT

WHAT TOPICS DOES THIS COURSE COVER?

- Change management process and steps
- Key constraints and success factors
- Change management plan
- Transformation vision
- Change analysis
- Stakeholder mapping and engagement
- Adoption and sustainability measures

DELIVERY MODE

This course is designed to provide comprehensive support for your learning journey. It includes eight self-paced modules, as well as knowledge tests, weekly individual assignments, case studies and a debate forum to foster group discussion among participants from diverse organizational backgrounds. The estimated required effort is of 7 hours per week.

Furthermore, an expert tutor will provide you with individual feedback on your work, and a synchronous learning space will be created during the weekly online events, which last approximately 60 minutes. We believe that this combination of self-paced modules, interactive activities, and individual support/coaching will help you to gain practical competencies to design, manage and implement change within international organizations, public administrations, and other complex institutional settings.

WHY

WHY SHOULD I JOIN?

This course is delivered through distance learning and deployed on the ITCILO e-Campus. It frees you from the classroom and gives you the flexibility to complete the learning modules at your own pace, within the module and course timeframe, and to work on weekly assignments within your schedule. Furthermore:

- Designed and delivered by experienced change management experts and practitioners, drawing on real-life cases from international organisations, governments, and public service institutions.
- Builds on real-world examples from different countries, complemented by key reports from public sector reform initiatives.
- Offers a hands-on learning approach through participants' own case studies and practical change management tools applicable to real organisational contexts.
- Provides individualized feedback and tutoring, while enabling participants to build an international and cross-sectoral professional network.
- Ensures continued access to course materials and references on the ITCILO e-Campus.

WHO

WHO ATTENDS THIS COURSE?

This course is designed for professionals involved in institutional capacity building and organizational development, whether they are professionals leading, facilitating, or advising on such initiatives and change management within international, national, and local contexts. The course draws on scenarios particularly from the world of development cooperation, coordinated by international development agencies, public service organizations and government institutions, civil society organizations, NGOs, and the private sector.

In this regard, the course is intended for professionals who wish to promote change within organizations, understand and shape organizational structures, systems, strategies, and culture, and navigate the complexities of system capacities beyond individual capabilities and training, particularly in multi-stakeholder and public sector environments. This goes in line with the holistic nature of change management which requires contribution at the individual, team, and organizational levels.

HOW TO APPLY

The deadline for submission of applications is **8 March 2026**. Candidates can apply directly through this link: <https://oarf2.itcilo.org/DST/A9719165/en>

PRICE

€1,105

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
Organizational Development and Project Services (ODPS)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

odps@itcilo.org
www.itcilo.org

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