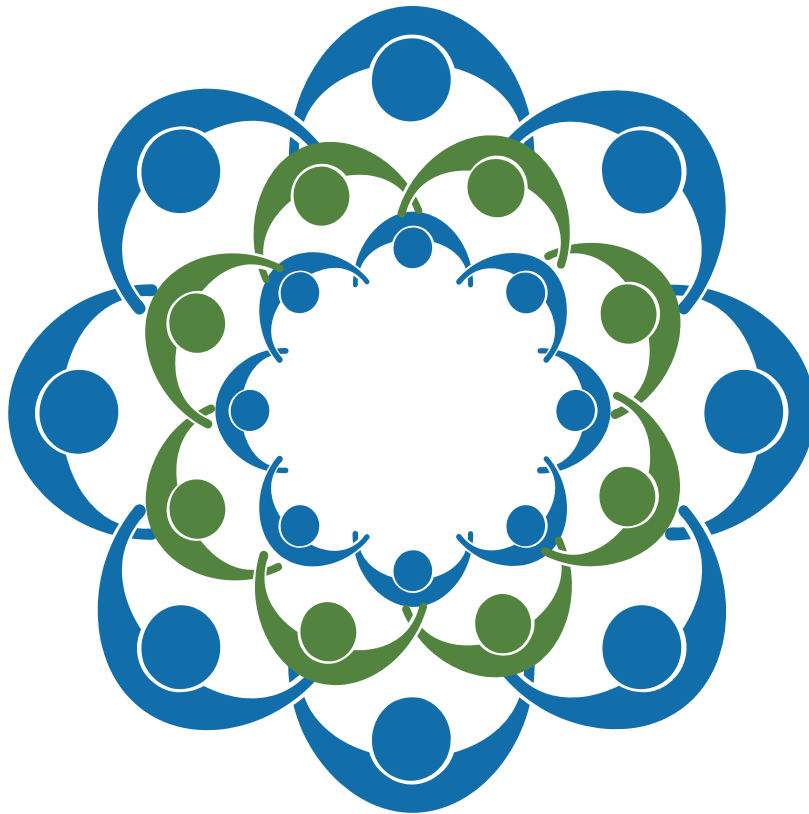


BE AN AGENT OF ORGANISATIONAL DEVELOPMENTAL CHANGE



JOIN

S-DOC

(The theory and practice of organizational change)

An international certification in collaboration
with isb Germany

You too can be an agent of systemic change in organizations.
JOIN 2ND BATCH SDOC AT NIBBANA INSTITUTE.

ABOUT S-DOC

Nibbana Institute India has been a pioneer in tailoring and implementing the S-DOC (Systemic & Dialogic Organizational Change) models in the Indian context for over 15 years.

S-DOC, international certification course is designed by Nibbana Institute India in collaboration with **isb gmbh** Germany. Isb is the pioneer in using the Systemic approach for Organizational Change.

S-DOC is offered by Nibbana Institute India for the first time in India. It is designed as an integrated, experiential, hands-on course to create a unique opportunity for coaches, trainers and change facilitators.

OUR UNIQUENESS AND APPROACH

While many courses aim to develop individuals in the organization and thereby hope to bring change, this course focuses on learning the skills to bring individuals together for a structural, collective and sustainable change in organizations.

The course uses concepts and models developed by the isb Germany with its exceptional expertise in consulting and education for 3 decades. Nibbana Institute India has customized these concepts and frameworks to the Indian organizational context. Specific focus will be on using prototypes to create a learning space and a specific learning culture for the participants.



VERSATILITY IN APPLICATION

S-DOC is for anyone willing to learn the theory and practice of Organizational Change. The methodologies learnt can be used in any organization either as an external consultant or an internal change facilitator.

An entrepreneur will learn the art of skillfully guiding their organization through continuous growth

AIM AND OBJECTIVES OF THE COURSE

The aim is to develop **change facilitators** who will have the skills to introduce **Systemic** change in organizations through a **Dialogic** approach. This novel approach will focus on collective change, which will have far reaching impact on the organization, rather than approaching many individual changes as a means to overall organizational change

The course has been structured in a way that participants will learn the skill of making small interventions leading to enormous impact. The methods, models and framework will be on par with the latest developmental trends in the international market.

Once certified as an **S-DOC** facilitator, the participant will be able to

- Develop **Systemic** thinking
- Elicit **Patterns** that need change
- Understand personality types and the interplay of personality at work by using systemic framework
- **Construct prototypes** and test change methodologies
- Create sustainable change in organizations using a **Dialogic** approach
- Suggest, support and aid in finding customized solutions
- **Harness group energy** of the organization towards organizational goal and growth.

COURSE FLOW CHART

The course has ten modules spread over ten months with two days each month. Modules are structured in a way to develop competence and meet objectives detailed above.

MODULE	CONTENTS
1	Understanding interplay between Personality & Roles
2	Systemic understanding of the dynamics with and within teams
3	Knowing the 9 types of personality at work through the Enneagram
4	Strategize change initiatives using the Systemic patterns
5	Integrating personality changes and organizational change constructs
6	Using structural collective enquiry to develop prototypes
7	Building cohesive energy using Dialogic approach
8	Constructing reality, responsibility and performance attributes
9	Sustaining organizational change by using Systemic framework and Systemic learning culture
10	Assessment based on application and reflection of S-DOC frameworks

SCHEDULE

The program spans for 10 months with class-room sessions for once monthly weekend of Friday/Saturday a month

Timing: 9:30 am to 4:00 pm

The schedule for the upcoming batch starting in Feb 2020 is as under:

MONTH	DATE AND DAY
February	Friday, 21 st & Saturday, 22 nd
March	Friday, 20 th & Saturday, 21 st
April	Friday, 24 th & Saturday, 25 th
May	Friday, 15 th & Saturday, 16 th
June	Friday 19 th & Saturday, 20 th
July	Friday 17 th & Saturday, 18 th
August	Friday 07 th & Saturday, 08 th
September	Friday, 18 th & Saturday, 21 st
October	Friday, 16 th & Saturday, 17 th
November	Saturday, 28 th & Sunday, 29 th

MENTORING TEAM



A Geethan

Organizational Coaching
Specialist

Founder & Managing Director,
Nibbana Institute India



Anuradha Kannan

Organizational Coaching
Specialist

Director, Nibbana Institute
India



Thorsten Veith

Learning Expert and
Managing Director

Isb institute for
systemic consulting, Germany

YOUR INVESTMENT

INR 1,75,000 + GST. Call us for offers and discounts

CONTACT & VENUE

Information & enrollment process call **+91 98402 91089**

Nibbana Institute India , #23, 9 th Street, Dr. Radhakrishnan Salai, Chennai

For more details visit **www.nibbanaindia.com**