



UNIORG

ORGTOLGY RESEARCH AND EDUCATION

EX ABSTRACTO CONCRETUM VENIT



The Certified Orgtologist Program (COP)

The task of an executive team is to ensure performance and secure relevance. That is the bulk of their work. The word "orgtology" joins "organisation" with the Greek word "logy". The science of organisation. It is a holistic way that helps us to drive relevant performance. This is one thing that business schools often lack to teach.

The program is highly suitable for senior managers, directors, and executives.

The COP consists of four modules:

- Organisational Science & Theory
- Organisational Design & Construct
- Organisational Strategy
- Executive Management & Leadership

This is an advanced program. To enrol, you must hold a bachelor's degree with three years of work experience. On completion, you can register as an Orgtologist with the International Orgtology Institute (IOI).

ACCREDITED BY THE INTERNATIONAL ORGTOLGY INSTITUTE – LEADING THE WAY IN ORGANIZATIONAL SCIENCE.



ORGTOLGY GIVES AN IN-DEPTH UNDERSTANDING OF

- Organisational design that aligns with the fourth industrial revolution.
- How to drive relevant performance – power strategy.
- Why the REET analysis is a safer choice than SWOT.
- The difference between operational and strategic risk.
- Replacing the Balanced Scorecard with the Level Zero Model.
- Cost control beyond the organigram.
- Effective performance assessment without using KPI's.
- How to improve employee and stakeholder relations and value.
- Next generation leadership skills for executives.

THE PROGRAM STRUCTURE

MODULE 1 - ORGANISATIONAL SCIENCE & THEORY

- What is orgtology?
- Hypothesis 2x – the foundation of orgtology.
- Duality – an orgtology perspective.
- What is organamics?
- Theory 2I – understanding orgtelligence (human vs. systems intelligence).
- Theory 2P – understanding work (processes vs. projects).
- Theory 2E – understanding results (efficiency vs. effectiveness).
- Theory O of the Relevant and Performing Organisation (RPO).
- What is organamics?
- Theory I x on intelligence (the six intelligences).
- Theory Px on paradigm(a study of beliefs, values, perceptions, assumptions, and behaviour).
- Theory Ex on identity- “ME” vs. “WE” vs. “US”.
- Theory O of the Relevant and Performing Individual (RPO).
- Who is the International Orgtology Institute (IOI)?
- The OrgtologyBody of Knowledge (OBoK)?
- Become an Orgtologist.
- History and origin of orgtology.



MODULE 2 - ORGANISATIONAL DESIGN & CONSTRUCT

- The art of organisational design.
- What is an organisation?
- The consciousness of an organisation – what are we creating?
- What is a process construct?
- How to engineer a process construct.
- Six steps to creating process flow.
- The difference between a target, an output, and an outcome.
- Creating efficiency through output targets.
- What is a project construct?
- How to engineer a project construct.
- Measuring effectiveness.
- What is a relationship construct?
- Assessing the viability of relationships.
- Developing an organisational organigram.
- IOI quality Standards for organisational design.
- The effect of culture on organisational design.

MODULE 3 - ORGANISATIONAL STRATEGY

- What is strategy?
- Defining the organisation and creating its identity.
- Doing a REET analysis (Relationships, Efficiency, Effectiveness, and Threats).
- The Level Zero Model – assessing and optimizing operational efficiency.
- The art of thinking strategically.
- Defining strategic effectiveness – vision, strategic choice, and objectives.
- Work break-down structure for strategic programs.
- Calculating the cost of strategy.
- Strategic risk assessment and appetite.
- Writing the strategy document.
- Measure and monitor strategy.
- Implement a strategy.
- IOI quality standards for strategy development.





MODULE 4 - EXECUTIVE MANAGEMENT & LEADERSHIP

- Inner leadership – leading the “self”.
- Empowering performance and influencing relevance.
- Manage through “focus” and lead through “understanding”.
- Manage through “containment” and lead through “innovation”.
- Manage through “empowerment” and lead through “influence”.
- Team leadership.
- Leading at executive level.
- IOI quality standards for executive leadership and management.

WHO SHOULD ENROL?

Any person who seeks a deeper understanding on running and transforming organisations. It will be hugely beneficial for EXCO teams and Board members to attend. The content of this program, to a substantial extent, encapsulates the work of executives and senior managers. For the same reason, it will be highly beneficial for managers from all levels to undergo the training.

HR Practitioners, project managers, OD consultants, strategy managers, process engineers, etc., are all positions that will benefit from this program.

Any person who holds a recognised bachelor’s degree (or similar) and who has an interest to understand organisations.

The program is highly suitable for applicants who hold MBA degrees, yet this is not a requirement.



“In orgtology we study an organisation as a dual entity. In so, we see organisations as having both scientific and abstract parts.

Also, they run on different rules. Operations must efficiently cycle production, delivery, and performance. This is the scientific part. It is about resources, activity, and outputs. Strategy must be effective in its intent and outcomes. This is the abstract part. It is about vision and ideas. Future leaders must know this difference. If not, they will become pawns to those who do.” – Derek Hendrikz (Originator of Orgtology)

DELIVERY METHOD

- We use live contact sessions (Zoom, MS Teams, etc.) and Online learning through LMS.
- Live sessions.
- We will run 35 live online discussions with a tutor.
- Each study group will jointly decide on the times and dates for the discussion groups.
- There will be live discussions for the modules as well as sessions for discussing the practical examination.
- There must be 60% attendance for certification.
- In the E-learning platform, each module will have the following contents:

Micro learning units.

- Open forum group discussions with questions and answers platform.
- Explanatory video clips.
- Extra reading material.
- Multiple choice quiz questions.

ASSESSMENT & CERTIFICATION

To complete the Certified Orgtologist Program, a learner must:

- Work through all the learning units.
- Achieve an average of 65% for all examinations.
- Attend 60% of the online sessions.
- Submit four practical exam assignments.

The COP is fully accredited by the International Orgtology Institute (IOI), and on successful completion of this study, students will be able to register as Orgtologists with the IOI. Such registration will enable students to practice in the field of Orgtology and be employed as an internal Orgtologist with their respective organisations.



Module:	Practical Exam:	Criteria:
1.	Org science & theory	Students must show comprehension of the philosophy and core hypothesis of orgtology. This will necessitate a good understanding of <u>Hypothesis 2x</u> and the theories that emanate from it. Each student will submit an essay which will be published on the International Orgtology Institute website – www.orgtology.org
2.	Org design & construct	Students must show comprehension of what an organisation is, and how its basic construct works. Students will be divided into teams and then linked with a client company. They will then audit the current Org design of the client company against the IOI Quality Standards for "Organisational Design". The Tutor will give clear guidance and templates on how to do the audit.
3.	Org strategy	Students must show comprehension of organisational strategy and how to develop it from an orgtology perspective. Students who have experience and training in strategy development often find this part of the COP as "eye opening". It is dissimilar to traditional methods since it presents a more scientific approach. As with Module 2, students will be divided into teams and then linked with a client organisation. They will then audit the client Org's current strategy and its development process against the IOI Quality Standards for "Strategy Development". The Tutor will give clear guidance and templates on how to do the audit.
4.	Executive Management & Leadership	Students must show comprehension of leadership from an orgtology perspective. This will encapsulate both intra- and interpersonal- leadership. Therefore, a leader must lead and manage him/herself in an efficient and effective way before he/she can lead or manage others. During this Module, learners will each receive a workbook. Their exam lies in completing the workbook and handing it back to the Tutor. The Tutor will guide the process through online contact sessions.

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