Civil Service Core Practice

Course Overview

Updated in 2022 to reflect the challenges of today's Civil Service, this eight-month, flagship programme is designed for anyone with OD&D or change and transformation in their portfolio or for those who have an interest in moving into OD&D.

Typical participants include OD Business Partners, HRBPs, Change and Transformation leaders, Business Architects, and Strategy and Communications professionals.

The overarching learning objective of this programme is for participants to develop practitioner-level skills in Organisation Design, Organisation Development and Internal Consultancy while developing the mindset, presence and toolkit needed to deliver complex change.

The first module of the programme takes place face to face in London. After that, learning is delivered virtually through a mix of taught modules, Action Learning Sets, webinars, real-world challenges and self-study. The programme is supported by a range of online collaboration tools including Zoom, Mural and a dedicated Virtual Learning Environment.

Participants typically report that the most powerful learning comes from working with real issues and reflecting on these with a group of committed peers from across the Civil Service.

You will learn through a combination of:

Cohort Community Days

Collaboration, cooperation and connections

Experience teaching and learning that strengthens relationships and connections across your cohort. Come together to build on your understanding, discuss challenges with faculty, and explore the wise resources of the Mayvin community that you're a part of.

Action Learning Sets (ALS)

A safe space to be brave

We learn by doing, and in the safe, supportive and challenging space of the small group action learning set, you can reflect with others, push yourself and deepen your learning. Then, when it comes to making change happen in the real-world, you can apply yourself to the best effect.

Webinars

Tune-in and deepen insight

Available live and recorded to fit around your schedule, the programme is delivered in-part

through a suite of in-depth webinars. Evolve your Critical Thinking, Critical Writing and Reflexive Capabilities, all of which will form the foundation of your fresh approach to issues in Organisation Development and Change.

Self-Study

Develop a key leadership skill

Learn how to be at the centre of your own learning. Define your own research questions, determine your approach, achieve your own goals and assess your own performance. As part of a supportive community of faculty, peers and your cohort, you will be driving your own growth and managing your own development journey.

Programme Handbook

An invaluable resource

Our Programme Handbook is packed full of models, tools and techniques to compliment the materials covered on the Cohort Community days. The handbook also offers suggested further reading in the areas on Organisation Design, organisation Development, Consulting and the OD&D Mindset.

Theory Bursts

Ready when you are

Enhance your learning at a time to suit your

schedule with these pre-recorded conversations amongst the Mayvin faculty. Topics covered include the Self as Instrument, Roles Consultants Choose, Classic and Contemporary Approaches to Change, and Developing an OD&D Mindset.

Practice-based Project

Acquire real-world experience

Formulate a Practice-based Learning Question, reflect on your own learning, and develop your consultancy, facilitation, and leadership and management skills, as well as your overarching understanding of contemporary, personal and organisational change. We will encourage you to focus on one of the critical pieces of change/ OD work already in your Portfolio as part of your learning inquiry.

Dates

The dates for the next cohort are:

Cohort 34	Date	Time
Pre-Programme Orientation Session	16-Jan	14:00 - 15:00
Day 1 & 2 - OD&D Foundations f2f	22-Jan-25 23-Jan-25	
Action Learning Webinar with Richard Hale (Accreditation Tutor)	31-Jan-25 03-Feb-25)	10:00-11:00 (Option 1) 16:00-17:00 (Option 2)
Action Learning Set (ALS) 1	24-Feb-25	
Terms of Reference Submission Deadline	**07-Mar-25**	
Day 3 - OD&D in the Real World	25-Mar-25	
Conference Call 1 - with Richard Hale	04-April-25	14:00-15:00
Action Learning Set (ALS) 2	24-April-25	
Day 4 - Client Day	20-May-25	
Conference Call 2 – with Richard Hale	30-May-25	10:00 – 11:00
Critical Thinking Webinar with Tony Nicholls	11-Jun-25 17-Jun-25	10:00-11:00 (Option 1) 10:00 - 11:00 (Option 2)
Action Learning Sets (ALS) 3	26-Jun-25	
ODDQ Draft submission deadline	**On or before 18-Jul-25**	
ODDQ Final submission day	**On or before 8-Aug-25**	
Day 5 - Making a Measurable Difference	4-Sept-25	

Cohort 35	Date	Time
Pre-Programme Orientation Session	25-Feb-25	10:00 - 11:00
Day 1 & 2 - OD&D Foundations f2f	05-Mar-25 06-Mar-25	
Action Learning Webinar with Richard Hale (Accreditation Tutor)	17-Mar-25	14:00-15:00
Action Learning Set (ALS) 1	02-Apr-25	
Terms of Reference Submission Deadline	**19-Apr-25**	
Day 3 - OD&D in the Real World	01-May-25	
Conference Call 1 - with Richard Hale	09-May-25	10:00-11:00
Action Learning Set (ALS) 2	20-May-25	
Day 4 - Client Day	25-June-25	
Conference Call 2 – with Richard Hale	04-Jul-25	10:00 – 11:00
Critical Thinking Webinar with Tony Nicholls	11-Jul-25 15-Jul-25	11:00-12:00 (Option 1) 10:00 - 11:00 (Option 2)
Action Learning Sets (ALS) 3	22-Jul-25	
ODDQ Draft submission deadline	**On or before 15 August 2025**	
ODDQ Final submission day	**On or before 5th September 2025**	
Day 5 - Making a Measurable Difference	23-Sept-25	

Accreditation

The programme is accredited academically at post-graduate (PG) level and offers a route to PG Certificate, PG Diploma and Masters qualifications in People and Organisation Development.

It is also accredited by the CIPD and aligned to their Profession Map. Participants must have a first degree or equivalent in a relevant field (Level 6, 360 credits); an RPEL process may be completed for those without a first degree.

In addition, participants are expected to bring a real-world OD&D challenge to work on throughout the programme. Beyond the formal contact time participants can expect to devote 100 hours to the programme over the eight months.

This consists of self-study, working on their OD&D challenge (which can therefore be part of their day job) and producing a portfolio of written work for the accreditation amounting to 3,500 – 4,000 words.

Successful completion of this programme will give you 20 credits at Level 7.

Information Video

To find out more please check out our information video on Vimeo:

Core Practice Information Video 2022

Next Steps

To book a place on the programme, follow the normal booking process for 'Public and Closed Bookings' on the Government Campus. Full details can be found on Government Campus, How to Book.

Please remember to indicate on your booking the particular cohort you want to join. Your preference will be allocated if spaces are still available. Please note places can't be held without a submitted booking.

Any further queries around how to book, please email the service centre - **support@governmentcampus.co.uk** or call them on **020 3640 7985.**