Civil Service

Advanced Practitioner Programme

Course Overview

Updated in 2022 to reflect the challenges of today's Civil Service and feedback from earlier programme participants, this eight-month, Advanced Practitioner programme builds on the flagship OD&D Core Practice Programme.

Typical participants include individuals with core OD&D capability seeking to advance their professional practice.

The overarching learning objective for this Advanced programme is to develop the mindset, depth of understanding and self-awareness required to design, deliver, and/or commission resilient, complex and substantial change processes within and across government departments and agencies.

Following a half-day virtual orientation workshop, the first and last community days take place face to face in London. Between these two community days, learning is delivered virtually through a mix of taught modules, action learning sets, masterclasses, 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.

Participants will receive a Post Graduate Certificate in People and Organisation Development.

You will learn through a combination of:

Cohort Community Days

Collaboration, cooperation and connections

Whole-cohort community days for teaching and learning that strengthens relationships and connections. We meet to build your knowledge, discuss challenges and explore the capabilities needed of an Advanced Practitioner in today's Civil Service.

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.

Masterclasses

Space to deepen insight

Live Masterclasses provide space for a deep dive into specific areas of advanced practice. They provide additional content and allow for practical application and learning.

Self-Study

Develop a key skill for Advanced Practice

You will 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.

Knowledge Map

An invaluable resource

Our Knowledge Map contains resources and references from the four areas of Advanced Practice to be developed through this programme: Organisation Development, Organisation Design, Consulting and the OD&D Mindset. An Advanced Practitioner Programme handbook will also be given to you, as well as the handbook from the Core Practitioner Programme.

Theory Burst Videos

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

Working with a small consulting team, you will deliver a real project in another department. You will 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 understanding of advanced contemporary, personal and organisational change.

Accreditation

This programme forms part of a pathway of development at post graduate level 7, offering 40 credits within the Masters in People and Organisation Development at the University of Chichester.

Post-Graduate Certificate in OD&D Award

We strongly encourage participants to have completed the Core Practice Programme before undertaking the Advanced Practitioner Programme. Delegates who complete both programmes will achieve a total of 60 credits at post-graduate level and will receive a Post-Graduate Certificate in People & Organisation Development. A Recognition of Prior Experience and Learning (RPEL) process is available for those who wish to attain the Post Grad Cert but have not completed the Core Practice Programme.

Study Hours

You will be expected to make available at least 300 hours of self-directed study during the programme.

This is a 40 credit programme, and each credit equates to 10 hours of study in a post graduate level programme = 400 hours total. Of that, 100 hours max is 'formal' programme time (cohort days, learning sets, webinars, etc. This leaves 300 hours of applied practice based learning (delivery of practical projects, self-managed action learning, self-directed study, reading, writing etc.) across the 10 months. This equates to approx 30 hours per month. You will be expected to negotiate availability of this time with your line manager.

Information Video

To find out more please check out our information video

Advanced 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