HRODC Postgraduate Training Institute, *A Postgraduate-Only Institution*, Verified by, & Registered With, UK's Department for Education.

#273

Organisational Effectiveness Enhancement Strategy in a VUCA Environment: Employing OD, AI, ML, DL, Robotics and SW, OT, PESTEL Analyses,

Postgraduate Short Course.

Leading To:

Diploma – Postgraduate – in

Organisational Effectiveness Enhancement Strategy Development and Implementation, 60 Credit-Hours.

Accumulating to a Postgraduate Certificate, with 120 additional Credit-Hours, and a

Postgraduate Diploma, with 300 additional Credit-Hours.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution.
HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK.
Primary Website: *https://www.hrodc.com*
Prof. Dr. R. B. Crawford, Director.

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+44 20 8133 2760;
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Prof. Dr. R. B. Crawford - Director
PhD (UCL – Uni London); MEd M. (Uni Bath); PGC IS (Uni West London);
Adv Dip Sc Ed (Uni Bristol); PG Dip Doctoral Research Supervision
(Uni Wolverhampton); F.I.M.S.; HR Specialist (I.M.S.);
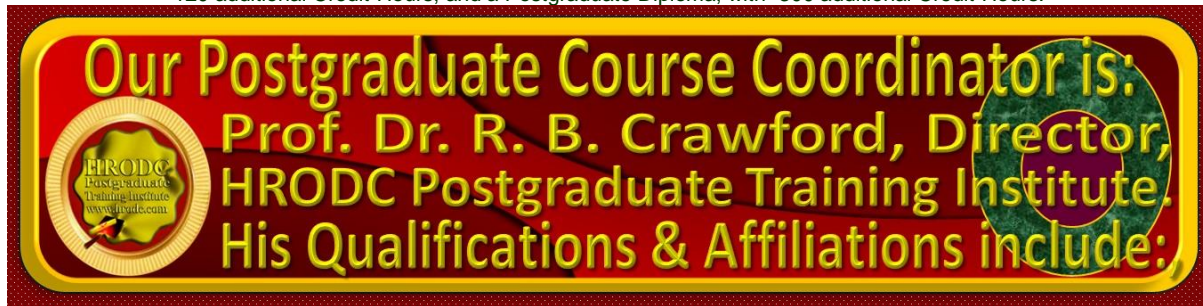Executive M. AOM; M. AAM; M. ISGS; M. SCOS; M. RG.

**Featured PG Dip; PG Cert; Dip PG.
Click For Details!**

**General Diploma: Access To Postgraduate.
Click For Details!**

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Our Postgraduate Course Coordinator is: Prof. Dr. R. B. Crawford, Director, HRODC Postgraduate Training Institute. His Qualifications & Affiliations include:

- Doctor of Philosophy {(PhD) {University College London (UCL) - University of London)};

- MEd Management (University of Bath);

- Postgraduate (Advanced) Diploma Science Teacher Ed. (University of Bristol);

- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);

- Diploma in Doctoral Research Supervision, (University of Wolverhampton);

- Teaching Certificate;

- Fellow of the Institute of Management Specialists;

- Human Resources Specialist, of the Institute of Management Specialists;

- Member of the Asian Academy of Management (MAAM);

- Member of the International Society of Gesture Studies (MISGS);

- Member of the Standing Council for Organisational Symbolism (MSCOS);

- Member of ResearchGate;

- Executive Member of Academy of Management (AOM). There, his contribution incorporates the judging of competitions, review of journal articles, and guiding the development of conference papers. He also contributes to the Disciplines of:

    - Human Resources;

    - Organization and Management Theory;

    - Organization Development and Change;

    - Research Methods;

    - Conflict Management;

    - Organizational Behavior;

    - Management Consulting;

    - Gender & Diversity in Organizations; and

    - Critical Management Studies.

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Professor Dr. Crawford has been an Academic in the following UK Universities:

➢ University of London (Royal Holloway), as Research Tutor;

➢ University of Greenwich (Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;

➢ University of Wolverhampton, (Wolverhampton Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;

➢ London Southbank University (Business School), as Lecturer and Unit Leader.

His responsibilities in these roles included:

➢ Doctoral Research Supervisor;

➢ Admissions Tutor;

➢ Postgraduate and Undergraduate Dissertation Supervisor;

➢ Programme Leader;

➢ Personal Tutor.

He was formerly an Expatriate at:

▪ Ministry of Education, Sokoto, Nigeria;

▪ Ministry of Science and Technical Education, Sokoto, Nigeria;

▪ University of Sokoto, Nigeria;

▪ College of Education, Sokoto, Nigeria; and

Former Editor-In-Chief of 'Sokoto Journal of Education'.

➢ Human Resource Professionals;

➢ Human Resource Directors;

➢ Human Resource Managers;

➢ Chief Executives;

➢ Chief Executive Officers (CEOs);

➢ Corporate Directors;

➢ Divisional Heads;

➢ Vice Presidents;

➢ General Managers;

➢ Corporate Strategists;

➢ Business Development Directors;

➢ Chief Business Development Officer;

➢ Business Studies Lecturers;

➢ Business Consultants;

➢ Chief Financial Officers (CFOs);

➢ Chief Marketing Officer;

➢ Chief Operating Officers;

➢ Chief Product Officer;

➢ Production Superintendent;

➢ Product Engineers;

➢ Process Engineers;

➢ Chief Process Engineers;

➢ Organisational Development Specialists;

➢ Organisational Enhancement Officers;

➢ Collaborative Officers;

➢ All others who are desirous of gaining enhanced understanding of the pertinent issues associated with:

- Organisational Efficiency and Effectiveness;
- Micro Organisational Development;
- Macro Organisational Development;
- Internal Analysis;
- External Organisational Analysis;
- Organisational Strengths;
- Organisational Weaknesses;
- Internal Growth Strategy;
- External Growth Strategy;
- Internal or Organic Growth.
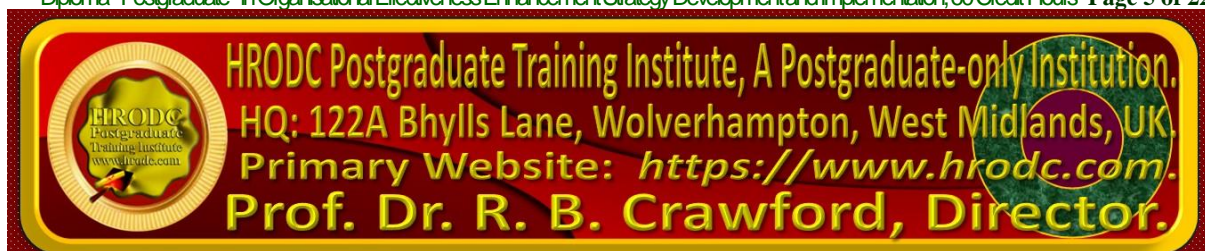
10-Day Course Duration & Cost:

* **In-Venues Duration: 10 Days;**
* **Online Duration: 20 Days (3 Hrs. Per Day).**

* **In-Venues Cost: £10,000.00 Per Delegate;**
* **Online Cost: £6,700.00 Per Delegate;**
* **Group Cost: Varies with its Size.**

In-Venues Cost Includes:

➢ Snacks on Event Days;

➢ Lunch on Event Days;

➢ City Tour;

➢ Stationery;

➢ On-site Internet Access;

➢ Postgraduate Diploma; Postgraduate Certificate; Diploma – Postgraduate; or

➢ Certificate of Attendance and Participation – if unsuccessful on resit.

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Students & Delegates are Treated To A Selection of Our Branded Complimentary Products, Including:

- Leather Conference Folder;
- Leather Conference Ring Binder/ Writing Pad;
- Key Ring/ Chain;
- Leather Conference (Computer – Phone) Bag – Black or Brown;
- 8-16 GB USB Flash Memory Drive, with Course Material;
- Branded Metal Pen;
- Branded Polo Shirt.; &
- Branded Carrier Bag.

Daily Schedule: 09:00 To 16:30 But may Vary, with Location.

Our Scheduled Delivery Locations Include:
* **Amsterdam, Netherlands;**
* **Brussels, Belgium;**
* **Central London, UK;**
* **Dubai, United Arab Emirates (UAE);**
* **Kuala Lumpur, Malaysia; &**
* **Paris, France.**

Other Locations, & Inhouse, on Request.

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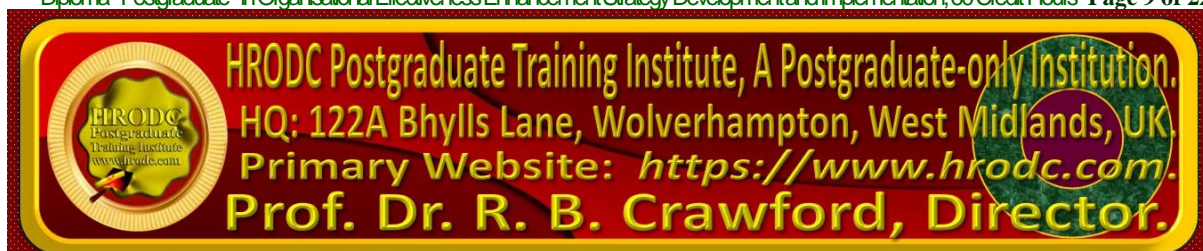
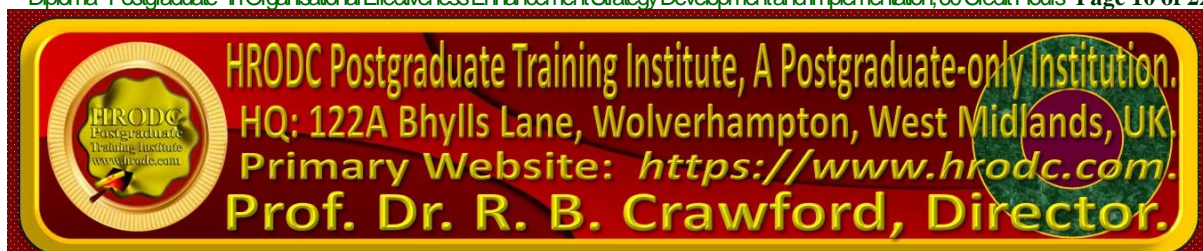# Postgraduate Course Objectives.

By the conclusion of the specified learning and development activities, delegates will be able to:

➢ Address the most crucial future challenges faced by large organisations;

➢ Advise of at least two Salient Issues of Organisational Change Management;

➢ Align their Organisation's Strengths with Its Strategic and Operational Plans.

➢ Analyse the use of Robotics in maintaining Security;

➢ Analysing Empirical Research Findings relating to factors in workforce management that might contribute to Enhanced Organisational Effectiveness;

➢ Assess their Organisation's Strengths;

➢ Chart the Future of Human Workforce and The Role of Human Resource Management in the deployment of Artificial Intelligence, as an integrating force;

➢ Conceptualise and Contextualise Organisational Flexibility and its place in the enhancement of Organisational Effectiveness;

➢ Conduct a Human Resource Audit;

➢ Conduct an Individual Training Needs Analysis.

➢ Contextualise Change Acceleration;

➢ Contextualise Machine Learning and Deep Learning;

➢ Contextualise Strengths and Weaknesses (SW), and their Organisational Benefits, and Implications, Respectively

➢ Lead conversation with respect to the Salient Issues of Organisational Change Management;

➢ Debate the current and future problems faced by Energy Companies;

➢ Debate the Investment in Artificial Intelligence vs Human Capital;

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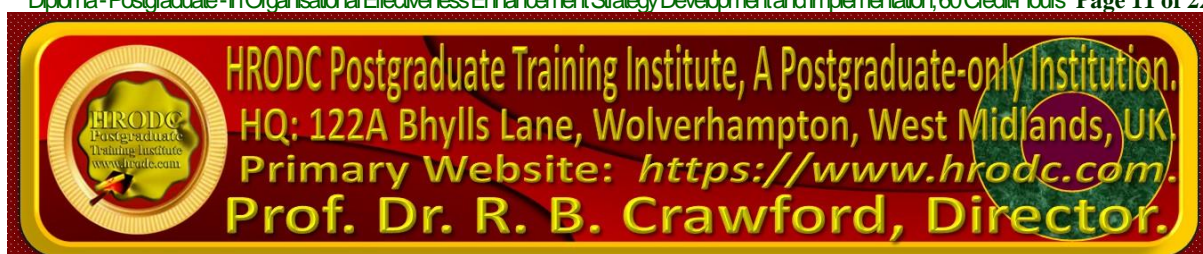
➢ Deduce, from Empirical Research Findings, the prevailing working pattern and worker expectations that are associated with Virtual Working;

➢ Demonstrate a heightened understanding of the challenges that large Organisations face in the prevailing and future environments;

➢ Demonstrate an Awareness of the pitfalls of Change Acceleration, in relation to its negative impact on Organisational Effectiveness and its potential Human Casualties;

➢ Demonstrate their ability to conduct a Training Needs Analysis;

➢ Demonstrate their ability to conduct an Organisation's Internal Analysis: determining Its Strengths and Weaknesses (SW);

➢ Describe at least three Organisational Facilities, and Settings for Flexible Working;

➢ Design an effective HR Deployment Chart

➢ Determine an Organisation's Weaknesses;

➢ Determine, from Empirical Research Findings, the Perceived Value of Virtual Working;

➢ Deduce, from prevailing Empirical Findings, the salient factors that are likely to enhance worker satisfaction and improved Organisational Effectiveness;

➢ Differentiate between Numerical Flexibility, Functional Flexibility and Spatial Flexibility;

➢ Distinguish between Organisational Flexibility, Workforce Flexibility and Flexible Working;

➢ Distinguish between Organisational Training Needs and Departmental Training Needs Analysis;

➢ Distinguish between Workforce Flexibility and Flexible Working;

➢ Elucidate the organisational benefits that might be derived from Virtual Working;

➢ Elucidate the Process and System Changes that are necessary to facilitate Workforce Flexibility;

➢ Elucidate the role of Machine Learning in improving Artificial Intelligence;

➢ Exemplify 'Resonation';

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➢ Exhibit a heightened awareness of the major problems that Electricity Generation and Distribution Companies Face, currently, and are likely to face in the future;

➢ Explain the relationship between Artificial Intelligence (AI), Machine Learning, Deep Learning, and Robotics;

➢ Explain the role of Algorithm in Machine Learning and Artificial Intelligence;

➢ Explicate the rationale for Core and Peripheral Workforces, respectively;

➢ Explore the meaning, origin and context of the acronym VUCA;

➢ Explore the use of Robotics and Automation in an Industrial Setting:

➢ Expound the distinction between Contractors, Workers and Employees, within the United Kingdom's Legal Context;

➢ Highlight some Cyber Security Challenges in technology utilisation;

➢ Identify at least one key challenge that their organisation currently experience or are likely to face in the future;

➢ Identify at least two major problems that Electricity Generation and Distribution Companies face, currently, and are likely to face in the future;

➢ Illuminate the contexts within which Associateships and Zero-Hours Employees might be utilised;

➢ Illustrate the importance and constituents of a Strategic Operational Review;

➢ Illustrate the importance of Machine Learning in the Enhancement of Artificial Intelligence;

➢ Indicate how Artificial Intelligence might be employed in Human Resource Management;

➢ Indicate how Human Resource can provide Operational Support to stabilize an organisation, during Environmental Turbulence;

➢ Indicate the Economic Benefits of Robotics;

➢ Indicate the relationship between Flexible Working and Work-Life Balance;

➢ Indicate the value of Human Resource Business Support for Project Enhancement and Sustainability;

➢ Distinguish between Machine Learning and Deep Learning;

➢ Make a proposal with respect to eliminating an organisation's weaknesses or concede 'Exposure' Avoidance;

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➢ Narrate at least three generalised Flexible Working Facilities;

➢ Outline at least two Challenges to the continued survival of State-owned Enterprises;

➢ Outline at least two current and future problems faced by Energy Companies;

➢ Outline the importance of Human Resource Operational Support in a Turbulent Environment;

➢ Outline two Salient Issues of Organisational Change Management;

➢ Propose measures that Human Resource Personnel might implement to reduce and avert 'Resonation' at Corporate, Business and Operational Levels of their organisation;

➢ Propose the type and level of Human Resource Business Support that is needed to foster Project Enhancement and Sustainability;

➢ Provide at least two examples of Industrial Robotics at Work;

➢ Rank Human Resource Strategic Support as a Survival Imperative;

➢ Rationalise the facilitation of Technology-Enhanced Flexible Working;

➢ Rationalise the use of Robotics in Industries;

➢ Specify the major challenges to the continued survival of State-owned enterprises;

➢ Subscribe to the notion that Human Resource Strategic Support is a Survival Imperative for an organisation;

➢ Subscribe to the notion that Organisational Effectiveness is a 'Survival Imperative' in a VUCA Environment;

➢ Suggest the implications for VUCA for Organisational Survival and Sustainability;

➢ Suggest some practical uses of Artificial Intelligence in Industries;

➢ Suggest the ways in which Robotics might be used in the Promotion of Human Safety and Health;

➢ Suggest ways by which an organisation might encourage, create and manage Intellectual Capital;

The Organisation's External Uncontrollable Environment

Political Factors

Legal Factors

Economic Factors

Organisations Strength and Weaknesses Strategy Formulation and Implementation

Ecological Factors

Social Factors

Technological Factors

➢ Conduct an External Environmental Analysis of their Organisation, highlighting the most lucrative Opportunities available to it and the most serios Threats that it faces;

➢ Conduct an External Organisational Analysis to determine the Threats Posed, and Opportunities Presented, by at least three Prevailing or Anticipated PESTEL Factors

➢ Demonstrate their ability to Analyse the Political Context, indicating how particular elements might, negatively, affect their Organisation, as it currently operates;

➢ Determine the key aspects of an External Organisational Analysis;

➢ Determine the problem that Economic Exposure might pose for Subsidized State-Owned Corporations;

➢ Exemplify at least three external organisational uncontrollable contexts;

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➢ Explain the implications of Translation Exposure on their Organisation's Balance Sheet;

➢ Formulate a Strategy whereby their Organisation might Exploit Economic Exposure to make cash savings on purchases of Capital Equipment and sale of its Products and services;

➢ List and explain at least five elements of the Social Context that directly affect their organisation's continued operation;

➢ Name at least three elements of the Political Context;

➢ Outline the desirability of a Political, Economic, Social, Technological, Ecological and Legal (PESTEL) Analysis;

➢ Propose how their Organisation might enhance its effectiveness, with the embracing of available technology;

➢ Provide at least three bases within the Ecological Context that directly relate to their Organisation's Operation, the Opportunities or Threats that they pose and how they might be Exploited or Circumvented;

➢ Specify at least four constituents of the Economic Context;

➢ Suggest how Interest Rates might provide Investment Opportunity for their Organisation, or boost its Cashflow;

➢ The components of the Legal Context that relate to their Organisation's Expansion Prospect and how they might be Exploited or Circumvented;

➢ Maintaining and surpassing strength levels.
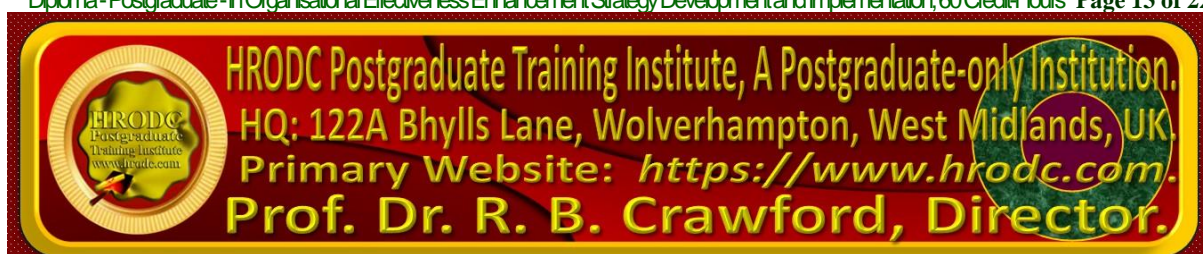
Postgraduate Course Contents, Concepts, and Issues.

Dip. Postgraduate Course Outline.

While, so far, we have Provided Pertinent Information, Incorporating: Learning Objectives, Duration, Cost, Target Audience, & Coordinator.

We have withheld Details of: Course Contents, Concepts, & Issues. Delegates will receive the Specifics in attendance, At our International Locations, & Online.

Part 1: Key Challenges To an Organisation's Continued Survival

Part 2: Contextualising Strengths and Weaknesses (SW), and their Organisational Benefits, and Implications, Respectively.

Part 3 - External Organisational Analysis (Opportunities and Threats): Contextualising Political, Economic, Social, Technological, Ecological (PESTEL) Factors (1)

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Part 4: External Organisational Analysis (Opportunities and Threats): Contextualising Political, Economic, Social, Technological, Ecological (PESTEL) Factors (2)

Part 5 - External Organisational Analysis (Opportunities and Threats): Contextualising Political, Economic, Social, Technological, Ecological (PESTEL) Factors (3)

Part 6 - External Organisational Analysis (Opportunities and Threats): Contextualising Political, Economic, Social, Technological, Ecological (PESTEL) Factors (4)

Part 7 - Contextualising and Strategizing For Enhanced Organisational Effectiveness in A VUCA Environment

Part 8 - Organisational Flexibility, Workforce Flexibility and Flexible Working: Towards Enhanced Worker Satisfaction and Improved Organisational Effectiveness

Part 9 - Working Pattern, Worker Expectations and Virtual Working: Analysing Empirical Research Findings Towards Enhanced Organisational Effectiveness

Part 10 - Artificial Intelligence (AI), Machine Learning, Deep Learning, and Robotics: Charting the Future of Our Human Workforce and The Role of Human Resource Management

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Regulation For The Awards of:

Postgraduate Diploma;

Postgraduate Certificate; &

Diploma – Postgraduate.

Diploma – Postgraduate; Postgraduate Certificate; & Postgraduate Diploma Awards.

Postgraduate Short Courses are of a minimum of five days' In-Venues (10 days' Online) but less than 6 weeks' In-Venues (less than 10 weeks' Online) duration, are referred to as Diploma – Postgraduate. This means that they are postgraduate credits, towards a Postgraduate Certificate and Postgraduate Diploma. Postgraduate Certificate and Postgraduate Diploma represent Programmes of Study, leading or accumulating to Awards bearing their title prefixes. While we, refer to our short studies, detailed above, as 'Courses', those with duration of 6 weeks or 12 weeks In-Venues (10- and 20-weeks' Online) are labelled 'Programmes'. Nevertheless, we conform to popular usage, by often referring to all study durations as 'Courses'. A mark of distinction, though, is that participants in a short course are referred to as 'Delegates', as opposed to the ascription 'Students', which is confined to those studying a Postgraduate Programme.

In line with the above notion, a Postgraduate Certificate might be earned through a 6 weeks' Intensive In-Venues Study, or 10 Online Delivery. Similarly, a Postgraduate Diploma might be studied for 12 weeks In-Venues or 20 weeks. They might also be taken through a blend of both modes, providing that a minimum of 6 and 12 Credits

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and 180 or 360 Credit-Hours, respectively, are earned. You might Pick and Mix Courses, to create your preferred blend of Disciplines, or follow a predesigned Specialist route. They might accumulate from our Postgraduate Short Courses, or through continuous study. Please click to view and download our List of Specialist Postgraduate Certificate, and Postgraduate Diploma Programmes
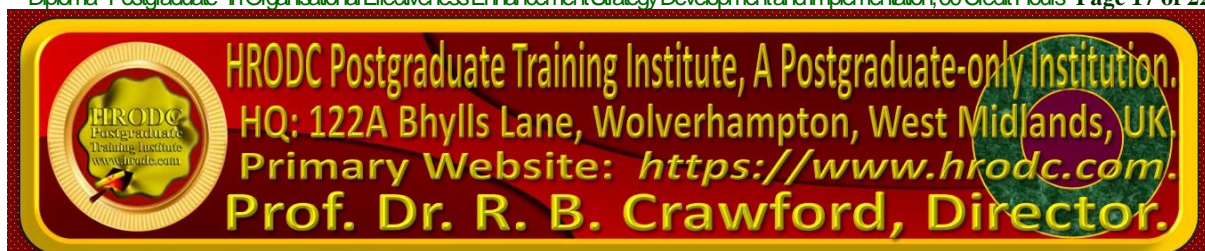

Credit-Hours and Credit-Values, in Diploma – Postgraduate - Award

Credit-Hours are the actual amount of time that a lecturer or tutor spends with his or her students or delegates, in both In-Venues and Online Deliveries. Each Five-Day In-Venues, or a Ten-Day Online (3 hours per day) Course consists of 30 Credit-Hours, while a 6-Day In-Venues (12-day Online) course amounts to 36 Credit-Hours. Because Credit-Values are calculated in multiples of 30 Credit-Hours, 60-89 Credit-Hours have a Double-Credit (2 Credit) value, while 90 Credit-Hours earn a Triple-Credit (3 Credits).

A delegate who successfully completes a Postgraduate Short Course of 30 or more Credit-Hours, but which is less than 180 Credit-Hours (Postgraduate Certificate), is awarded a Diploma – Postgraduate. This Award is assigned Credit-Values and Credit-Hours, as are exemplified by the following:

1. Diploma – Postgraduate – in Organisational Change Management, 30 Credit-Hours;

2. Diploma - Postgraduate - in Trainer Training: Training for Trainers, Double-Credit, 60 Credit-Hours:

3. Conveyancing and Property Valuation: Property Law, Double-Credit, 72 Credit-Hours:

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4. Diploma – Postgraduate – in University and Higher Education Administration, Triple-Credit, 90 Credit-Hours;

5. Diploma – Postgraduate – in Tourism and International Relations, Quad-Credit, 120 Credit-Hours.

As in the first example, above, where the Credit-Value is not noted in an Award, it must be assumed that it is a Single-Credit Value.
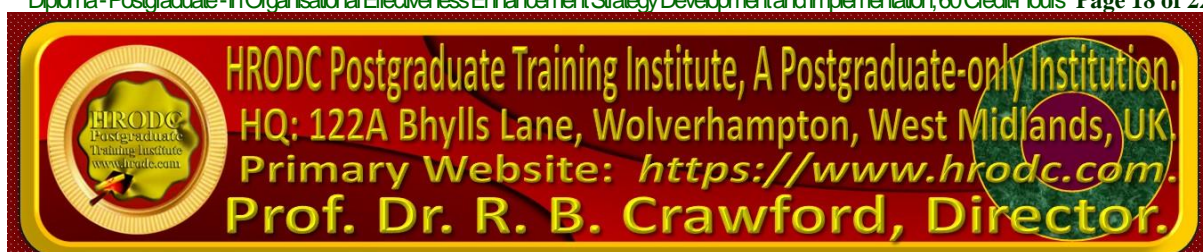
Postgraduate Diploma Award

A Postgraduate Diploma Award is achieved with a minimum of 360 Credit-Hours, through continuous study, or an accumulation of Credit-Hours.

Postgraduate Certificate Award

A Postgraduate Certificate might be gained with a minimum of 180 Credit-Hours, through continuous study or Credit-Hours' accumulation.

Cumulative Postgraduate Certificate, and Postgraduate Diploma Awards

All Postgraduate Short Courses accumulate to a Postgraduate Certificate and a Postgraduate Diploma, on a 'Pic and Mix' or Specialist basis. This means that we maintain academic records for each delegate, indicating the courses studied, with their Credit-Value and Credit-Hours, as are indicated above, **'Credit-Hours and Credit-Values, in Diploma – Postgraduate – Award'.** The Credit-Hours are aggregated to accumulate to at least 180 and 360 Credit-Hours, for a Postgraduate Certificate and a Postgraduate Diploma, respectively. Each Short Course Award (below a Postgraduate Certificate) indicates both its Credit-Value and Credit-Hours, excepting for Single-Credit.

Accumulated Postgraduate Certificate, and Postgraduate Diploma Awards

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have predetermined Award Titles. Delegates who do not follow a specialism, for accumulation to a Postgraduate Certificate and Postgraduate Diploma, receive a Generalist, rather than a Specialist, Award. However, a Specialist Award is given to delegates who studied at least seventy percent (70%) of their courses in a specialist grouping, as are exemplified above, under the heading **'Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles'.**

Applicants for Diploma – Postgraduate; Postgraduate Certificate; and Postgraduate Diploma are required to submit the following documents:
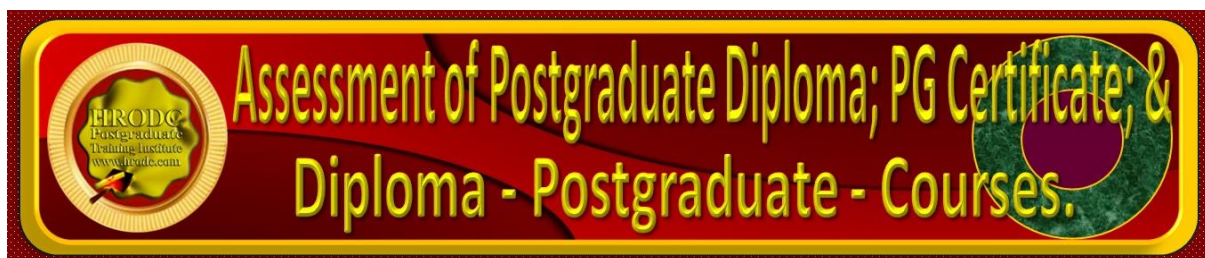
➢ Completed Postgraduate Application Form, including a passport sized picture affixed to the appropriate section;

➢ A copy of Issue and Photo (bio data) page/s of the applicant's current valid passport or copy of 'Photo-embedded' National Identity Card;

➢ Copies of credentials stated in the Application Form.

Admission and Enrolment Procedure

➢ On receipt of all the above documents, they will be forwarded to our 'Admissions Committee', which will assess applicants' suitability for the Course or Programme for which they have applied;

➢ If they are accepted on their chosen Course or Programme, they will be notified accordingly, and sent Invoices;
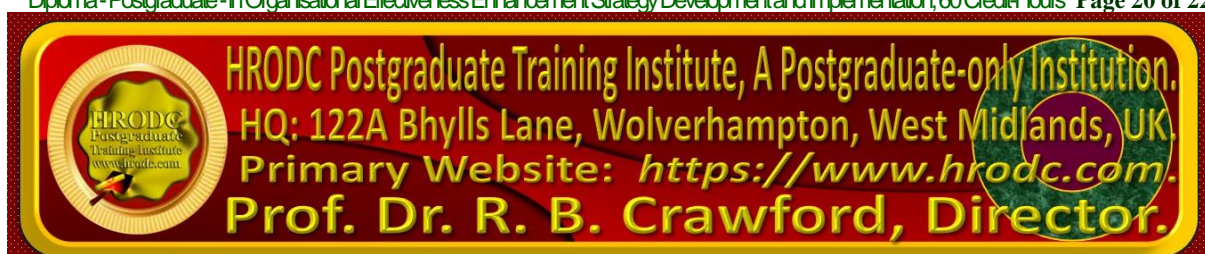
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➢ Upon receipt of an applicant's payment, we will send him or her an Official Payment Receipt, and Admission Letter, bearing a copy of the Passport-Type in the respective Application Form.

➢ Those intending to study in a foreign country, and require a Visa, will be sent the necessary Immigration Documentation, to support their application;

➢ Joining Instruction will be sent to Students and Delegates, on time to prepare for their enrolment. The incorporated information include:

  o Venue Name, Location, with specific address;

  o Details of Airport Transfer, where appropriate;

  o Start date and time;

  o Registration details;

  o Daily Schedule;

  o Local Transportation Details;

  o Residential Accommodation Details;

  o Leisure and Shopping Facilities, in the area;

  o General Security Information; among others.

Assessment of Postgraduate Diploma; PG Certificate; & Diploma - Postgraduate - Courses.

Because of the intensive nature of our Courses and Programmes, for In-Venues, and Online modes, assessment will take place during or at the end of the **'active teaching period'**, adopting differing formats. These structures include, but are not limited to:

➢ In-Class Tests;

➢ Text-Case Analyses;

➢ Video-Case Analyses;

➢ 'Out-of-Class Assignments;

➢ Individual Presentations;

➢ Group Presentations; and

➢ End of Course Examinations.

HRODC Postgraduate Training Institute, A Postgraduate-only Institution. HQ: 122A Bhylls Lane, Wolverhampton, West Midlands, UK Primary Website: https://www.hrodc.com. Prof. Dr. R. B. Crawford, Director.

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Based on these assessments, successful candidates will receive either a:

➢ Diploma – Postgraduate - Award;

➢ Postgraduate Certificate Award; or

➢ Postgraduate Diploma Award.

For all the above Awards, a minimum of 70% overall pass is expected. To receive the Awards of Postgraduate Certificate and Postgraduate Diploma, candidates must have accumulated at least the required minimum 'Credit-Hours', with a pass (of 70% and above) in at least 70% of the courses taken.

Delegates and students who fail to achieve the requirement for Postgraduate Certificate, Postgraduate Diploma, or Diploma - Postgraduate - will be given support for 2 re-submissions for each course. Those delegates who fail to achieve the assessment requirement for the Postgraduate Diploma or Diploma - Postgraduate - on 2 resubmissions, or those who elect not to receive them, will be awarded the Certificate of Attendance and Participation.

You might study a Postgraduate Diploma, or Postgraduate Certificate, in 20 or 10 weeks, respectively, in the comfort of your offices or homes, through our Postgraduate Training Institute's Online Delivery Mechanism. We are committed to your achieving the 360 or 180 Credit-Hours, respectively, in line with our Regulation, within the stipulated timeframe. The direct "Student-Lecturer-Contact-Times" of 3 hours per day, 6 days per week will ensure that these requirements are met. We aim to fit the tuition around your work, family commitment and leisure, thereby enhancing your maintenance of an effective 'work-study-life-style balance', at times convenient to you and your appointed tutor.
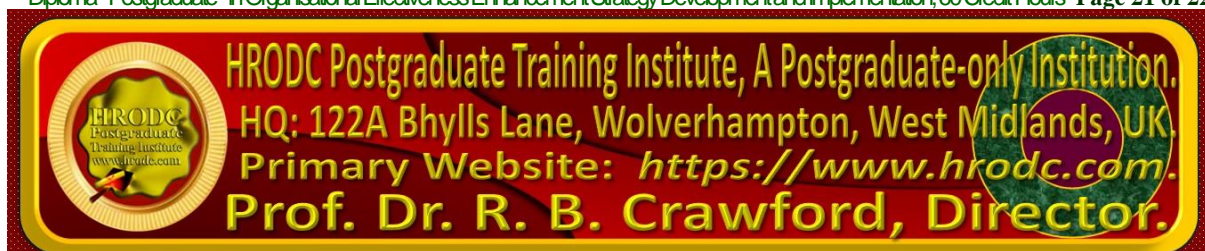
Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.

https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.