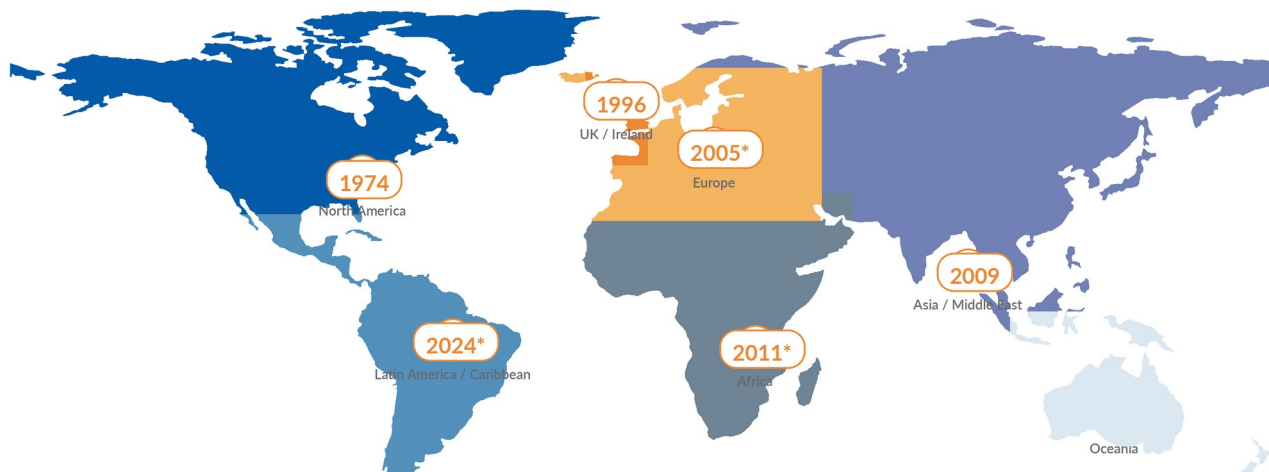


GLOBAL

ORGANISATION DEVELOPMENT PROGRAMME CHOICE

A context-sensitive global directory for informed programme choice



Earliest responsibly evidenced inception year by directory region (ODCA >9 pool)

* Y-P: earliest provider-attributable trace; exact inception not established | Oceania: no current pool entry

308

publicly discoverable OD and OD-related programmes

Map colours distinguish directory regions. Year labels show the earliest responsibly evidenced inception year currently visible within each mapped region's ODCA >9 inception / re-audit pool. An asterisk marks a Y-P earliest trace rather than an exact inception year. This is an inception-discovery view, not a quality ranking.

15 AUGUST 2026 EDITION

Curated by Dr Joseph George Anjilvelil

Release date: 15 August 2026

FRONT-OF-BOOK SNAPSHOT

Global OD at a glance

The directory is designed as a reference instrument rather than a ranking. The opening spread gives readers a compact sense of scale, evidence reach and the historically visible inception-discovery pool before they enter the methodology or regional registers.

308 programmes listed	8 regional groupings	32 ODCA 10-12 entries for Core re-audit	172 ODCA-U / unscored
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Programme Inception Discovery

The inception visual is an invitation to explore historically visible high-alignment pathways. It does not infer dates from provider age, reputation or page history; only verified programme-centred evidence is published as chronology.

Regional composition of the 32-programme ODCA 10-12 inception-discovery pool



Interpretive safeguard The 32-programme pool is an ODCA 10-12 audit pool. It is not a list of finally confirmed Core OD programmes.

NAVIGATION

INDEX

The directory uses typographic contents rather than a boxed data grid. Page numbers and internal navigation allow the reader to move from orientation and method to the regional register and annexures without changing visual grammar.

Page numbers, internal navigation and external source links reflect the 15 August 2026 public release.

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EDITION UPDATE

Changes since the 1 August 2026 edition

The 1 August edition published a 200-entry directory and source register. The 15 August edition retains the same participant-choice purpose and governing principle while expanding the visible programme population to 308 and sharpening the distinctions by which OD learning architecture, intervention design, system reach, effectiveness and practitioner formation can be read.

Change	What it means for the reader
Discovery reach	Institution-first, multilingual and provider-ecology discovery has been widened across all regions. Professional bodies, public academies, sectoral and rural/development institutes, consulting institutes and continuing-education routes are considered when a distinct countable programme exists. Relevant institutional leads may remain visible without being counted.
Core OD discrimination	The extended directory and the stricter Core OD view are more clearly separated. ODCA remains a Core OD Allegiance screen rather than a quality score; a high ODCA reading can trigger scrutiny but cannot by itself establish Core OD.
Assurance lenses	Actionability, Intervention Design (ID-P process; ID-S structure/work-system; ID-I integrated) and MIEG separate different questions. MIEG records intervention level: L-I individual; L-G group/intergroup; L-O organisation; L-IO inter-organisational/institutional field. It also records effectiveness: E-EXT external; E-INT internal; E-TEC technical/work-system. Faculty Formation, continuity/tenure, PFI / Use of Self, supervised praxis and MOST make formation more visible. Fuller-course review distinguishes DX-OD intervention-directed diagnosis from OA-ONLY / DX-U analysis and flags IO-ADJ. Porras anchors the intervention-to-outcome chain; Padaki and Vaz govern institutional-development claims. These distinctions deepen interpretation; they do not create a prestige ladder.
Reader use and evidence	Learning Need / Developmental Move is expressed in plain participant-facing language in every registry row, while regional openers, the one-page row guide, source traceability and evidence/language markers remain strengthened. U, pending and unverified describe the evidence reached by the directory, not programme quality.
WHAT HAS NOT CHANGED	Liberal discovery, conservative classification; participant choice rather than ranking; provider-attributable evidence; equal treatment across regions, languages and provider forms; and uncertainty shown rather than concealed.

Acknowledgements

My first critiques came from some of my own teachers in Organisation Development. I remain deeply grateful to them.

I have kept individual names out of this edition. Naming some people could suggest that certain voices mattered more than others. That is not my intent. Some who supported this work may have been comfortable being named. I thank them, and I owe them an apology for keeping this acknowledgement anonymous.

The critique mattered more than the name behind it. One concern stayed with me: a directory meant to help people choose should not privilege a programme, lineage or approach because it is linked to a prominent scholar or practitioner. That challenge changed this work. So did the encouragement to keep going.

I hope future editions can be stewarded more openly and by more people. The ways programmes are discovered, described and distinguished should themselves be open to discussion. Scholar-practitioners, programme teams and participants all have a place in that conversation.

I have also received generous encouragement from experienced practitioners in India and elsewhere. I have been invited into a contemporary university effort connected with some of the traditions used in these pages. I am grateful for both the support and the challenge. I have kept identities private because the choices and limits in this edition are mine to own. I do not want others to appear to endorse positions they have not formally endorsed.

I assembled, interpreted and wrote this directory. I also used branded AI tools extensively for discovery, organisation, comparison, drafting support and production. The tools did not make the judgements. Responsibility for selection, classification and error remains mine.

I hope the directory travels, gets tested and becomes more useful. Please share it across regions and professional communities. I will continue to receive feedback privately while a more plural form of curation develops.

I would be glad to hear from OD scholar-practitioners, programme faculty, curators and others across the world. Future editions will be stronger if more perspectives help shape the work and its stewardship.

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PURPOSE AND LIMITS

Foreword

Choice, discretion and the field's capacity for self-governance

This is a large directory. Size is not the point. Choice is. The aim is to give readers enough visibility to judge what may fit their goals and circumstances.

Learning Need / Developmental Move is a starting point, not the whole decision. Location, language, access, delivery mode, timing, cost and professional circumstances matter too. The strongest-looking option on paper may not be practical. A closer or more accessible programme may create the better developmental opportunity. This directory widens the view. The judgement remains with the reader.

The directory also asks a harder question: how much of Organisation Development is visible in each offering? Core OD Allegiance, Intervention Design, Levels of Intervention, effectiveness and practitioner formation help make that question more concrete. They distinguish exposure to OD, adjacent or bounded practice, and more integrated preparation for consequential OD work. They do not rank programme quality. They make differences in purpose, formation and scope easier to see.

Practice, inquiry and classification

OD has long used distinctions to make a complex practice easier to discuss. Harrison classified intervention depth. Schein described consultation models. Cummings and colleagues grouped intervention families. Bushe and Marshak distinguished diagnostic and dialogic premises. Barber and Nord classified consultant-client transactions. Each lens answers a different question. The directory treats its own lenses in the same way: as tools for observation and comparison, not as a closed taxonomy of OD or a hierarchy of programme worth.

This boundary matters. OD creates impact through embodied practice: judgement, presence, relationships, timing, intervention and consequence. It also carries an applied-behavioural-science duty to examine practice with rigour. Argyris made theories-in-use open to inquiry. Woodman held the science and art of change together. Mirvis warned against separating 'change knowing' from 'change doing'. Kram, Wasserman and Yip showed that scholar-practitioner identities are plural. The exchange should run both ways. Practice gives inquiry something real to examine. Inquiry gives practice a disciplined way to see itself. None of these classifications allows this directory to infer a practitioner's motive, identity, maturity or effectiveness from the programme they choose.

Public programme information matters for the same reason. Curriculum is important, but it is not enough. Faculty Formation, continuity and tenure, supervised praxis, Use of Self and the conditions under which practitioners are formed also matter. In a field that works with living systems, who carries formative responsibility is useful information for a prospective participant.

The long-term aim is not accreditation or central control. It is better self-governance on both sides of the learning relationship. Participants should be able to ask sharper questions. Programme providers should be able to state more clearly what they seek to form, which traditions they draw from, where their offering stops, and what evidence supports their claims.

A secondary finding: public observability

Building the register also revealed a second pattern. Programme identity is usually easy to find. Other features are often harder to see: delivery conditions, Use of Self, supervised praxis, formative faculty responsibility, and the link between inquiry, intervention, system reach and consequence. A gap in public evidence does not prove that a feature is absent. It may reflect what a provider publishes, what this audit has not yet reached, or what sits outside programme purpose. Still, the pattern is useful. The directory can deepen its evidence review. Programme teams can make important features easier to find and attribute. Public observability can therefore improve choice, programme self-description and field self-governance. See [Annexure I5](#).

What this directory is - and is not

This directory is not a substitute for OD education. It is not a textbook digest. Its concepts and coding lenses point towards the traditions and sources that give them meaning. The directory does not grant legal sanction, a licence to practise or trade, accreditation, or a credential. It is an aid to access, comparison and the continuing development of professional practice.

A distant analogy comes from the Global Reporting Initiative (GRI). Its wider lesson is simple: clearer categories and evidence can support better judgement. The analogy stops there. This directory does not set reporting standards for OD. It does not replace the field's history, humanistic commitments or plurality of practice. It cannot decide how long professional maturation takes, how many traditions a practitioner should embody, or who may claim a particular legacy. Those questions belong to practice communities, professional learning and continuing inquiry.

AI, discernment and the social system

This matters even more in an age of AI. Emerging generations and AI-literate practitioners can now discover, translate, compare and summarise learning options at remarkable speed. But fast retrieval is not the same as good judgement. Search systems tend to favour what is well indexed, widely cited, English-visible and easy to summarise. Important OD conditions - supervision, Use of Self, faculty formation, client-system practice, values, agency and context - are harder to reduce to a ranking. Explicit categories, source links, uncertainty markers and boundary rules can act as a judgement scaffold. AI can help interrogate the directory. It should not choose for the learner.

AI is also changing the systems in which OD practitioners work. Work can be redesigned faster. Expertise and decision authority can become uneven. Trust can weaken. Surveillance, fragmented relationships and role ambiguity can grow. Technical solutions can arrive without equal attention to participation or social consequence. These are not only implementation issues; they can become social-system issues. That keeps OD's concern with inquiry, participation, power, sociotechnical design, Humanism, Actionability and renewal highly relevant. The key question is not whether organisations will use more capable technology. It is whether the social systems around that technology can learn, choose, adapt and act responsibly together.

The directory should face the same test. Its next stages need wider collaboration among OD scholar-practitioners who stay close to practice and to changing social, economic and psychological conditions. More plural stewardship can help the work stay alert to regional traditions, new forms of organising and new evidence. It can also guard against mistaking any one framework for the field itself.

So this is not a final map of OD, and it does not try to settle the field's boundaries. It is an invitation to make informed choices, see programme differences more clearly, and strengthen the OD community's capacity to examine and govern its learning ecology with openness, evidence and responsibility. To make fuller use of this directory, go to [Annexure G - Directory architecture and navigation map](#).

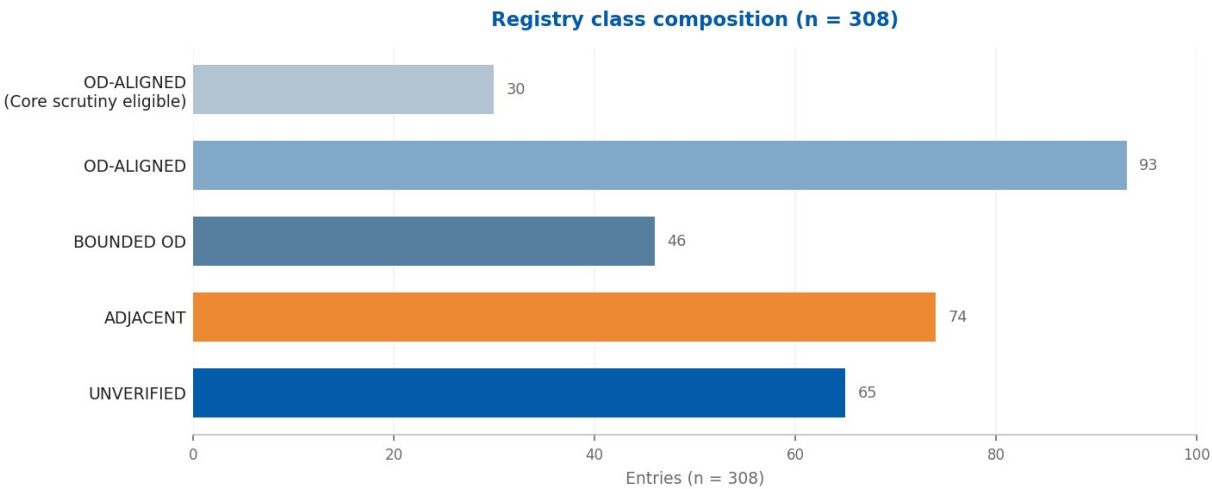
FINDINGS BEFORE THE REGISTER

Global directory overview

The directory contains 308 publicly discoverable OD and OD-related programmes. Each programme row now states a plain-language Learning Need / Developmental Move so readers can enter the register through the developmental purpose most relevant to them; this is navigation, not a quality judgement. The additional parameters are retained because they provide a more nuanced view of the field and sharpen the distinction between Core OD formation and non-core, bounded or adjacent essentials. Counts below describe the directory dataset; they do not create a prestige order.

308 programmes listed	8 regional groupings	32 ODCA >9 inception / re-audit pool	172 ODCA-U / unscored
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Registry class composition



READING THE FIGURES

The 30 Core-scrutiny eligibles remain within OD-ALIGNED pending the full non-compensatory assurance audit. U means the evidence is not yet sufficient for a stable judgement; it does not mean programme failure.

Governing principle Liberal discovery, conservative classification. Wider discovery does not widen the meaning of Core OD.

Introductory Note

One global directory, two views

The 15 August edition retains the informed-choice purpose of the 1 August edition while widening discovery and making the field distinctions easier to read.

VIEW 1 - EXTENDED DIRECTORY Makes a defensible programme visible through the wider discovery register.

VIEW 2 - CORE OD VIEW Applies the stricter, non-compensatory Core reading to a subset of the directory.

The reader starts with Learning Need / Developmental Move - the developmental purpose sought now. The added lenses then help the reader ask three separate questions: what kind of practitioner formation is offered, what is the practitioner being prepared to change, and what systemic consequence that change is intended to serve. Inclusion is therefore not certification, and absence is not a verdict on quality.

Extended discovery without diluted boundaries

The wider search includes explicit OD programmes, formative antecedents and locally named routes, as well as bounded and adjacent programmes whose relationship to OD is defensible. Provider-ecology discovery also searches professional bodies, public academies, sectoral and rural/development institutes, consulting institutes and continuing-education centres. A relevant institution may remain an uncounted lead when no distinct current, recurring or credibly resumable programme can be established.

A stricter reading of Core OD

Core OD remains non-compensatory. ODCA asks how fully published learning architecture reflects connected OD practice; MOST asks what Social, Technical and Influence capabilities appear to be formed; Actionability asks whether valid information becomes meaningful choice and owned action. For fuller-course review, organisational diagnosis is credited only when inquiry is explicitly used to frame, select or scope OD intervention and to examine its consequences (DX-OD). Organisational Analysis is treated as analytic understanding unless the curriculum visibly connects that analysis to intervention design, implementation and evaluation; analysis alone therefore does not satisfy the diagnostic requirement. I/O, work and organisational psychology programmes may point toward OD or include OD topics, yet remain IO-ADJ unless OD is a substantial, connected formation architecture rather than a module or application area. Intervention Design distinguishes process (ID-P), structure/work-system (ID-S) and their integration (ID-I). MIEG separately asks at what levels the practitioner can intervene (L-I, L-G, L-O, L-IO) and whether the intended effectiveness is external, internal or technical-system (E-EXT, E-INT, E-TEC), using the Porras planned-change chain to connect intervention, work setting, behaviour and outcome. Where social or institutional-field development is claimed, Padaki and Vaz distinguish single-organisation social-sector OD from transorganisational institutional development. Faculty Formation, including visible continuity/tenure of formative responsibility where public, Practitioner Formation Intensity / Use of Self and supervised praxis test other aspects of responsible practitioner formation. These lenses complement one another but are not interchangeable.

How to read uncertainty

The same evidence rules apply across regions, languages, delivery modes and provider forms. U, pending or unverified means that the public evidence reached is insufficient for a stable directory judgement. It does not mean that a programme has failed the criterion, nor does stronger web visibility establish greater programme maturity.

HOW TO USE THIS PUBLICATION

READER'S FIRST THREE QUESTIONS

1. What developmental move am I seeking?
2. What kind of practitioner formation do I need?
3. What systemic consequence am I preparing to serve?

Reader's Guide

One global directory can be read in two ways: as an extended discovery register and as a stricter Core OD view. Start with Learning Need / Developmental Move - what you are trying to become more capable of doing - before reading the registry class and assurance fields. Inclusion makes a programme visible; it does not certify it as Core OD.

01	Start with your Learning Need / Developmental Move	A - Explore OD and possible roles B - Become/deepen as an OD practitioner C - Work with social/institutional systems D - Deepen an OD-relevant specialist capability E - Build system renewal capability This is your entry point, not a quality score.
02	Read the registry class first	CORE OD, OD-ALIGNED, BOUNDED OD, ADJACENT or UNVERIFIED. Classification is not a prestige ladder.
03	Test learning design and evidence	Architecture, mode, curriculum, faculty formation, diagnosis versus analysis, intervention design, Actionability, multi-level intervention, field practice, supervision and evidence reach. I/O psychology adjacency is marked where OD is referenced but not integrated as the course frame.
04	Judge personal and contextual fit	Language, location, delivery conditions, time, accessibility, practitioner community and the role for which you are preparing.

Three values to carry into every programme inquiry

SCIENCE How are inquiry, data, interpretation, alternative explanations and intervention effects examined?	HUMANISM How are dignity, voice, informed participation, power and avoidable harm addressed?	ACTIONABILITY How does valid information become real alternatives, meaningful choice, owned commitment, feasible action, evaluation and renewal?
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These are questions for inquiry, not seals awarded to programmes.

READER CONVENTIONS

Registry & Evidence Key

The key is grouped by function so that the reader is not confronted by one uninterrupted code dictionary. The full coding dictionary remains in the annexures.

A. Registry and learning architecture

Marker	How to read it
Registry class	CORE OD: all mandatory gates met. OD-ALIGNED: substantial OD preparation with one or more Core conditions incomplete/unverified. BOUNDED OD: a defined part of OD. ADJACENT: another field with a defensible OD relationship. UNVERIFIED: insufficient public evidence. IO-ADJ marks I/O, work or organisational-psychology routes where OD is referenced but is not the connected course architecture.
Inclusion Basis (IB)	Why it entered discovery; codes may combine. IB-OD OD identity; IB-LN lineage; IB-SY system focus; IB-IQ inquiry; IB-PA participation/choice; IB-FP field practice/supervision; IB-CA provider-explicit change-agent/change-leader formation. Not Registry class, Core status, quality or professional identity.
Learning Need / Developmental Move	A Explore OD/roles; B Become/deepen OD practice; C Work with social/institutional systems; D Deepen an OD-relevant specialist capability; E Build system renewal. Navigation only.
Architecture	M1 exposure; M2 bounded programme; M3 certificate; M4 experiential laboratory; M5 supervised formation; M6 diploma; M7 master/professional degree; M8 doctoral/research route.
Mode	IP in-person; BL blended; ON online; MX multiple modes; U unverified.

B. Evidence and language reach

Marker	How to read it
Evidence / context / source	Read as evidence reach/status -> confidence -> checks -> audit stage -> source. D3 detailed official; D2 direct + support; D1 limited official mention; D0 no current direct evidence. D2-R: direct programme page reached, depth review pending. P/C/M/F/R/L = programme/curriculum/mode/faculty/research/lineage checks. High/Moderate/Low = evidence confidence. One live source link where available. Evidence only - not programme quality.
Language evidence	TX3 original-language/direct audit; TX2 official bilingual evidence; TX1 machine-assisted interpretation; TX-U unresolved.

C. Core assurance

Marker	How to read it
ODCA	Core OD Allegiance, 0-12 from three field lenses plus one integration/full-cycle test, each 0-3. Public-evidence alignment screen; not a quality score.
ACT / DX-OD / OA	ACT: valid information -> meaningful choice, owned action, evaluation and renewal. DX-OD: diagnosis used to frame/scope intervention; OA-ONLY: analysis for understanding without evidenced intervention linkage; DX-U: purpose unresolved.
ID / MIEG	ID-P process; ID-S structure/work-system; ID-I integrated; ID-U insufficient evidence. MIEG records reach: L-I individual; L-G group/intergroup; L-O organisation; L-IO inter-organisational/institutional field. Effectiveness: E-EXT external; E-INT internal; E-TEC technical/work-system.
SID	SID-SO single-organisation/group social-sector OD; SID-IO Padaki-Vaz inter-organisational institutional development; SID-U insufficient evidence.
FFG / FSC	Faculty Formation Gate: current accountable formative capacity; continuity/tenure is descriptive, not a prestige score.
PFI / PX / MOST	PFI: programme-created Use of Self formation opportunity. PX: supervised consequential praxis. MOST: Social, Technical and Influence competency-domain preparation; a capability cross-check, not an added ODCA score.

METHOD AND INTERPRETATION

Core OD methodology at a glance

Core OD is a stricter subset of the extended directory. Learning Need / Developmental Move is a reader-navigation cue rather than an assurance gate. Core OD itself is governed by non-compensatory conditions: a numerical score cannot override a missing mandatory condition. In the fuller-course review, diagnosis is treated as intervention-directed client-system inquiry rather than as a synonym for organisational analysis. I/O or organisational-psychology content can inform OD, but does not by itself establish an OD formation programme. The assurance lenses used here are analytic conveniences that separate questions. They are not a closed taxonomy of Organisation Development and do not classify practitioner identity, motive, maturity or effectiveness.

C1	Client-system orientation and contracting	C5	Connected intervention, evaluation and renewal
C2	Behavioural-science inquiry or co-inquiry	C6	Responsible third-party consulting practice
C3	Humanism, participation and meaningful agency	C7	Systemwide behavioural-science application
C4	Actionability from valid information to owned action	C8	Required or structurally available learning rather than optional inference

How the assurance lenses divide the question

LEARNING NEED What developmental move is the reader seeking now? A navigation cue only; not an assurance or quality score.

ODCA How fully does published programme architecture represent connected OD practice?

MOST What Social, Technical and Influence capabilities appear to be formed?

ACT Does inquiry become client-owned consequential action?

ID What is being changed: behavioural/relational process, structure/work system, or an integrated combination?

DX Is organisational inquiry being used to frame and scope intervention, or is the curriculum providing organisational analysis primarily for understanding?

MIEG At what levels can the practitioner intervene, what external/internal/technical effectiveness is intended, and is the Porras intervention-to-outcome chain connected?

FFG Is there current accountable faculty capacity, and is continuity/tenure of substantive formative responsibility visible where the provider publishes it?

PFI + PX How is the practitioner formed, and is that formation exercised in supervised consequential practice?

Interpretive rule Audit-status language modifies the directory judgement or evidence field, never the programme itself. Unverified is not inferior; not established is not proof of absence.

INDICATOR EXPLAINER

ODCA - Core OD Allegiance

ODCA was developed for this directory as a reader-computable public-evidence screen of how fully a programme's published learning architecture reflects major definitions and traditions of Organisation Development. Its original purpose was descriptive allegiance to the field, not accreditation, programme ranking, graduate-outcome measurement or psychometric assessment.

Three field lenses + one integration test, each scored 0-3

1 Systemwide behavioural-science application Cummings & Worley Does the curriculum apply behavioural-science knowledge across strategy, structure and process for organisational effectiveness and capacity for change?	2 Diagnostic and dialogic OD Bushe & Marshak Does it develop intervention-directed diagnostic inquiry, valid information and choice and/or dialogic co-inquiry, emergence, generativity and changed meaning? Organisational analysis for understanding alone is not credited as diagnosis unless it is visibly connected to intervention design, delivery or evaluation.
3 Lewinian participation and social purpose Burnes & Cooke; Lewinian antecedents Does it develop action research, group learning, participation, democratic-humanistic practice and wider organisational or social purpose?	4 Integration, full cycle and third-party responsibility Directory integration test Does it connect contracting, inquiry, feedback, choice, intervention, implementation, evaluation and renewal with supervised practice and responsible third-party work?

Component scoring 0 = absent; 1 = implied or adjacent; 2 = explicit; 3 = explicit and integrated into required learning or practice. ODCA is the sum of the four component scores (0-12). For 10-12 to be read as full-cycle alignment, the integration/full-cycle component must score at least 2/3. ODCA-U means current public evidence is insufficient to score.

Score bands

0-3 not established	4-6 bounded coverage	7-9 substantial alignment	10-12 full-cycle alignment
		Present-use safeguard ODCA 10-12 makes a programme eligible for Core scrutiny; it does not independently establish Core OD. Current Core status requires the non-compensatory Core conditions and applicable ACT, MIEG, FFG, PFI and PX assurance.	

Science, Humanism and Actionability are interpretive commitments across the four components. In particular, Actionability draws on the valid-information, meaningful-choice and internal-commitment logic associated with Argyris. Intervention Design is not an additional ODCA score: it tests whether the programme makes visible process, structure/work-system or integrated change capability within the connected practice that ODCA is intended to screen.

READER PATH Compare this alignment screen with [MOST](#); return to the [Registry & Evidence Key](#) for the full code family.

COMPETENCY-LENS EXPLAINER

MOST - Mastering Organizational & Societal Transformation

MOST is retained as a distinct competency-domain lens alongside ODCA. It asks what practitioner capability a programme visibly develops rather than whether the programme merely uses an OD title. In this directory, MOST does not add points to ODCA and does not replace the non-compensatory Core OD conditions.

Empirical basis

The Chang and Brendel validation study used a multiphase, multisample, mixed-methods design grounded in sociotechnical systems theory. The published study reports content validation with eight subject-matter experts, pilot testing with 28 practitioners and final validation with 1,104 participants, followed by reliability testing, exploratory factor analysis and first- and second-order confirmatory factor analyses.

S SOCIAL Relational and social-system capability The directory looks for preparation in relationships, group and social processes, culture, collaboration and the human dynamics through which change is experienced.	T TECHNICAL Inquiry, design and implementation capability The directory looks for disciplined inquiry, diagnosis or co-inquiry, intervention design, implementation, evaluation and attention to technical-system consequences.	I INFLUENCE Contracting and responsible influence capability The directory looks for contracting, facilitation, stakeholder engagement, power awareness, choiceful influence and the ability to work without displacing client-system agency.
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How the Directory uses MOST

A programme may show S, T and I in different proportions. The curation question is whether the domains are developed in a connected way that is credible for the programme's stated OD purpose. A high ODCA judgement accompanied by weak, disconnected or unresolved evidence in one or more MOST domains triggers further scrutiny rather than automatic confirmation. MOST Technical capability is not synonymous with structural intervention design or technical-system effectiveness; the three lenses answer different questions.

Present-use safeguard MOST is a competency-oriented cross-check. It is not a programme ranking, not an additional ODCA score, and not evidence that every graduate possesses the assessed competencies.

SOURCE LINKS [OpenSourceOD MOST resource](#) | [Chang & Brendel validation article](#)

PFI EXPLAINER

Use of Self - practitioner formation

The Practitioner Formation Intensity (PFI) lens is grounded in Mee-Yan Cheung-Judge and David W. Jamieson's global Use of Self research. PFI asks what formation opportunity the programme creates; it does not infer a participant's personality, maturity or psychological worth.

Research basis and source evolution

The 2018 initial study reported 704 usable respondents from 25 countries and an extensive interdisciplinary literature review that found more than 60 ways of defining or describing Use of Self. The initial factor analysis produced five factors. The 2020 full research report retained a five-factor structure while refining some factor names and ordering. The directory therefore maps the substantive content of the dimensions rather than treating preliminary factor numbering as immutable.

1 Using cognitive and emotional skills with courage to serve dynamic systems	System understanding, positioning, adaptability, self-other-context awareness and the courage to challenge or stimulate a client system in service of its work.
2 Attention to relationship-centric values and behaviour	Affiliative capability, collaboration and partnering, emotional connection, concern for others' well-being, and awareness of how the practitioner shows up in relationship.
3 Self-management in emerging situations	Here-and-now presence, boundary management, emotional regulation, groundedness, confidence, energy, focus, intentionality and choicefulness in service of the client.
4 Continuous development of self and other awareness	Inner work, deeper self/other awareness, attention to unresolved or less-developed aspects, reflective practice and self-care or renewal.
5 Experiences of best Use of Self impact	The impacts and experiences visible to the practitioner and others when Use of Self is operating at its best in consequential work.

How PFI reads programme opportunity

PFI seeks evidence in required curriculum, experiential laboratories, feedback, coaching or supervision, reflective practice, fieldwork and assessed client-system work. PFI-0 means formation opportunity is not established; PFI-1 exposure; PFI-2 structured reflection and feedback; PFI-3 sustained relational and situational formation; PFI-4 formation integrated with supervision and consequential client-system practice; PFI-U means insufficient public evidence. PFI is also distinct from Intervention Design: it asks how the practitioner is formed, not whether the intervention target is process, structure/work-system or both.

Relationship to other gates PFI asks how the practitioner is formed; PX asks whether that formation is exercised in supervised consequential client-system practice; MOST asks what competency domains are developed; and FFG asks whether accountable faculty can credibly support such formation.

SOURCE LINKS [2018 initial research article](#) | [2020 Global Use of Self research report](#)

Intervention Design, reach and effectiveness

The directory separates three questions that are easy to blur: what is being changed, at what level the practitioner can intervene, and what kind of effectiveness the intervention is intended to improve. Porras and colleagues provide the controlling causal backbone; Schein, Galbraith, Trist and Bamforth, Nadler and Tushman, and Burke and Litwin clarify complementary process, structure, sociotechnical and congruence dimensions. Padaki and Vaz govern institutional-development claims when the client system extends beyond a single organisation. Earlier intervention taxonomies and consultation-role distinctions are treated here as antecedents that make intervention choices discussable, not as quality hierarchies.

INTERVENTION DESIGN - PROCESS & STRUCTURE	EFFECTIVENESS & REACH
ID-P Process: participation, communication, feedback, decision making, conflict, group/intergroup processes, culture, collaboration and learning. Porras & Hoffer supply the behavioural-change base; Schein clarifies process consultation. ID-S Structure/work system: roles, authority, coordination, information, rewards, jobs, workflow, technology/work design and physical setting. Galbraith, Trist & Bamforth, and Nadler & Tushman clarify design, sociotechnical and congruence questions. ID-I Integrated: process and structure/work-system change are deliberately connected. Burke & Litwin provides a useful process/content bridge. ID-U: insufficient public evidence.	E-EXT External system: adaptation, resources, legitimacy, stakeholder and environmental fit. E-INT Internal system: coordination, information, learning, relationships, decision capability and coherence. E-TEC Technical/work system: task accomplishment, workflow, technology, work design and operating-system capability. Reach: L-I individual; L-G group/intergroup; L-O organisation; L-IO inter-organisational/institutional field. Porras et al. govern the intervention -> work setting -> behaviour -> outcome causal reading; Padaki & Vaz govern institutional-development claims at L-IO.

How the lenses connect

Intervention Design is coded ID-P for behavioural/relational process, ID-S for structure/work-system, ID-I for their deliberate integration, and ID-U where public evidence is insufficient. MIEG separately records reach (L-I, L-G, L-O, L-IO) and effectiveness orientation (E-EXT, E-INT, E-TEC). Process is not synonymous with internal effectiveness; structure is not synonymous with technical effectiveness; and external effectiveness is not strategy alone. A process intervention may improve technical effectiveness, a structural intervention may improve external adaptation, and integrated sociotechnical design may engage all three.

The Porras sequence remains the causal check: intervention activity -> organisational work setting -> individual work behaviour -> organisational outcomes, with evaluation and renewal when consequential practice is claimed. For Learning Need C, SID is the stricter Padaki-Vaz distinction: SID-IO requires public evidence of transorganisational purpose, collaborative structures/processes and inter-organisational effectiveness; otherwise the reading is SID-SO or SID-U.

No ID, E, L or SID tag is awarded from programme title, sector, provider identity or generic mention of change. Where programme-level evidence is insufficient or the detailed audit is pending, ID-U, MIEG-U and SID-U remain visible rather than implying capability.

SOURCE LINKS [Porras & Hoffer](#) | [Porras & Silvers](#) | [Robertson et al.](#) | [Schein](#) | [Galbraith](#) | [Trist & Bamforth](#) | [Nadler & Tushman](#) | [Burke & Litwin](#) | [Padaki & Vaz](#)

INTERPRETIVE SAFEGUARD	These lenses describe programme-visible capability and evidence. They do not rank sectors, institutional forms or intervention targets, and they do not convert MIEG-U or SID-U into a negative judgement.
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IN-REGISTER GUIDANCE

How to read a programme row

This page shows how one compact row in the regional register is meant to be read. It extracts a representative listing row and points to the explanatory pages for each coding family and assurance lens. The typography is deliberately identical to the regional register: the guide should not become a separate visual system.

Sample extracted row from the regional listing

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AF-003 UNISA Postgraduate Diploma in Organisational Development South Africa · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending

Legend locator

Row element	Where it is explained	How to read it
Registry class, inclusion basis , Learning Need / Developmental Move, SID	Registry & Evidence Key + MIEG systems explainer	IB answers "why was this programme admitted to discovery?"; its codes are non-exclusive and may combine. Registry class answers how the directory presently characterises the programme. Learning Need states the reader-facing developmental move. Where C is used, SID separately distinguishes single-organisation social-sector OD from Padaki-Vaz inter-organisational institutional development.
Architecture, mode, practice family, MOST	MOST explainer + Registry Key	MOST asks what Social, Technical and Influence capability appears to be formed. IO-ADJ flags I/O, work or organisational psychology routes that may reference OD without constituting integrated OD formation.
ODCA	ODCA - Core OD Allegiance	An alignment screen; not a general quality score.
Core Gate, DX/OA, ID, ACT, MIEG	Core OD methodology + Intervention Design / MIEG explainer	DX-OD separates intervention-directed diagnosis from analysis-only understanding. ID describes process, structure/work-system or integration. MIEG separately describes reach and effectiveness, with the Porras causal chain as the audit backbone.
FFG, PFI / UoS, PX	Use of Self - practitioner formation	FFG reads current formative faculty capacity and, where published, continuity/tenure of substantive responsibility; PFI reads formation opportunity; PX reads supervised praxis.
Evidence/context/source + TX	Registry & Evidence Key	D2: High (P+C) = direct official programme + curriculum evidence, High confidence; M/F/R/L not implied. TX = language reach.

Source links retained: [OpenSourceOD MOST resource](#) | [Chang & Brendel validation article](#) | [2018 Use of Self article](#) | [2020 Global Use of Self report](#) | MIEG sources: see explainer

INTERPRETIVE SAFEGUARD

A classification row moves the reader from programme title to evidence, not from visibility to prestige. Pending and U fields report the state of the directory audit rather than the worth of the programme.

12. Africa

27 programmes listed	2 ODCA >9 inception / re-audit pool	AF directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: AF-003 UNISA Postgraduate Diploma in Organisational Development, AF-004 Uganda Management Institute Postgraduate Diploma in Organisational Development. The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

Provider-ecology discovery now reaches beyond OD-titled institutes to Ghanaian organisational-practice degrees and leadership/OD programmes, including the current University for Business and Integrated Development Studies programme family, UPSA, Kumasi Technical University and St Paul's University. These additions remain conservatively classified while Core, MOST, PFI, faculty and praxis assurance is completed.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
1	1	5	2	18
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Africa programme register

27 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AF-002 Academy for Organisational Change Higher Certificate in OD and Change South Africa · English / local context · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AF-018 Ambo University - MA in Educational Planning, Human Resource and Organizational Development Ethiopia · English / local context · TX2	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Education, HR and OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-006 Civil Society Academy Organisational Development for Civil Society Global South / Myanmar origin · English / multilingual context · TX-U	OD-ALIGNED IB-SY / IB-IQ C - Work with social/institutional systems SID-U	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AF-016 College for Community and Organization Development - BSc in Community and Organization Development Ghana · English · TX3	OD-ALIGNED IB-OD / IB-PA / IB-SY C - Work with social/institutional systems SID-U	M7 Degree route Mode U Community and institutional-field OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-017 College for Community and Organization Development - MPhil in Organization Development and Entrepreneurship Ghana · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-SY C - Work with social/institutional systems SID-U	M8 Research route Mode U Community and organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-007 College for Community and Organization Development Diploma in Community and Organizational Development Ghana · English · TX-U	OD-ALIGNED IB-OD C - Work with social/institutional systems SID-U	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AF-008 College for Community and Organization Development MSc Organization Development Ghana · English · TX-U	OD-ALIGNED IB-OD C - Work with social/institutional systems SID-U	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AF-009 College for Community and Organization Development Postgraduate Diploma in Organisational Development Ghana · English · TX-U	OD-ALIGNED IB-OD C - Work with social/institutional systems SID-U	M6 Graduate diploma Mode U: not publicly verified MOST	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AF-020 Evangelical Presbyterian University College - BSc Business Administration: Human Resource Management and Organisation Development Ghana · English · TX3	ADJACENT IB-OD / IB-CA A - Explore OD and possible roles	M7 Degree route Mode U HRM and OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-014 Heritage Christian University - Master of Arts in Organisation Development and Consulting Ghana · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U OD consulting	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-013 Kabarak University - Master of Science in Organizational Development Kenya · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-026 Kumasi Technical University - MSc Business Administration and Innovation (Management and Organizational Development) Ghana · English · TX3	ADJACENT IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Management and organizational development MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-012 OD Institute Ghana - Master of Arts in Organization Development Ghana · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Full-cycle OD scrutiny eligible	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-011 OD Institute Ghana - Postgraduate Diploma in Organization Development Ghana · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U Full-cycle OD scrutiny eligible	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AF-027 St Paul's University - Master of Development Studies (Organizational Development specialization) Kenya · English · TX3	ADJACENT IB-OD / IB-SY C - Work with social/institutional systems	M7 Master / professional degree Mode U Development studies with OD specialization MOST S+T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-019 Stellenbosch University - MCom in Industrial Psychology South Africa · English · TX3	ADJACENT IB-IQ / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Industrial and organisational psychology IO-ADJ	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AF-004 Uganda Management Institute Postgraduate Diploma in Organisational Development Uganda · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AF-003 UNISA Postgraduate Diploma in Organisational Development South Africa · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AF-021 University for Business and Integrated Development Studies - BSc Organizational Practice and Development Ghana · English · TX3	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Degree route Mode U Organizational practice and development MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-005 University for Business and Integrated Development Studies - Diploma in Organisational Practice and Development Ghana · English · TX3	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AF-023 University for Business and Integrated Development Studies - MPhil Organizational Practice and Development Ghana · English · TX3	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M8 Research route Mode U Organizational practice and development research MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-022 University for Business and Integrated Development Studies - MSc Organizational Practice and Development Ghana · English · TX3	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organizational practice and development MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-024 University for Business and Integrated Development Studies - PhD Organizational Practice and Development Ghana · English · TX3	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode U Organizational practice and development research MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-010 University of Cape Town Organisational Effectiveness Short Course South Africa · English · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M1 Taster / embedded course Mode U: not publicly verified PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA indicative 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AF-001 University of Pretoria Organisational Development and Transformation Module South Africa · English · TX-U	OD-ALIGNED IB-SY / IB-IQ A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AF-025 University of Professional Studies, Accra - MSc Leadership and Organisational Development Ghana · English · TX3	ADJACENT IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Leadership and organisational development MOST S+T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AF-015 USIU-Africa - MSc in Management and Organizational Development Kenya · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Management and OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

13. Asia and Middle East

58 programmes listed	4 ODCA >9 inception / re-audit pool	AM directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: AM-018 ISABS Organisation Development Certification Programme, AM-022 People First Organization Development Certification Programme, AM-026 TISS Executive Postgraduate Diploma in Organisation Development, Change and Leadership, AM-027 TISS MA Organisation Development, Change and Leadership. The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

The provider-ecology pass now includes the Academy of Human Resource Development Fellow Program in HRD & OD, IRMA's rural-management route as an institutional-field lead, Bangladesh Institute of Management and the University of Doha for Science and Technology. ATIRA remains visible as an institutional antecedent/lead because current public evidence did not establish a distinct countable OD programme.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
2	3	11	4	38
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Asia and Middle East programme register

58 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-009 Aastha Advanced and Meta Process Laboratories India · English / Indian multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-010 Aastha Summer Event Human Process Laboratories India · English / Indian multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M4 Experiential laboratory / Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-055 Academy of Human Resource Development - Fellow Program in HRD & OD Ahmedabad, India · English / Indian multilingual context · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-CA B - Become/deepen as an OD practitioner	M8 Doctoral-level fellowship route Mode U HRD & OD research, intervention and consulting MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AM-036 Assumption University - Master of Management in Organization Development Thailand · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-037 Assumption University - PhD in Organization Development Thailand · English · TX3	OD-ALIGNED IB-OD / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode U Organisation OD research	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-057 Bangladesh Institute of Management - Post-Graduate Diploma in Human Resource Management Bangladesh · English / Bangla context · TX3	ADJACENT IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M6 Graduate diploma Mode U Human resource management and institutional capacity MOST S+I	Core Gate-U ODCA-U - boundary review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AM-046 Bar-Ilan University - MA in Organizational Consulting Israel · Hebrew · TX1	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisational consulting	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-001 Bizpowers Organization Development Practice Course Japan · Japanese · TX-U	OD-ALIGNED IB-OD A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-042 Cebu Doctors University - PhD in Organization Development - School Administration Philippines · English · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M8 Doctoral / research route Mode U Education-sector OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-041 Cebu Doctors University - PhD in Organization Development Philippines · English · TX3	OD-ALIGNED IB-OD / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode U Organisation OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-052 De La Salle-College of Saint Benilde - Master in Human Resource Management Philippines · English · TX3	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Human resource management	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-030 Group Relations India Residential Group Relations Conference India · English / Indian multilingual context · Mode IP: residential in-person · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode IP: residential PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-049 Indian Institute of Management Ahmedabad - Leadership and Change Management Programme India · English · TX3	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U Leadership and change management	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-050 Indian Institute of Management Ahmedabad - Managing the Self in Organizations India · English · TX3	BOUNDED OD IB-LN / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U Use of self and organisational behaviour	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-051 Indian Institute of Management Ahmedabad - Public Policy Leadership and Strategy Programme India · English · TX3	ADJACENT IB-CA / IB-SY C - Work with social/institutional systems SID-U	M2 Bounded professional programme Mode U Public leadership and institutional change	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-054 Indian Institute of Management Calcutta - Executive Programme in Human Resource Management India · English · TX3	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U Strategic HR and organisational change	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-056 Institute of Rural Management Anand - Post Graduate Diploma in Management (Rural Management) Anand · India · English / Indian multilingual context · TX3	ADJACENT IB-SY / IB-IQ / IB-PA C - Work with social/institutional systems	M6 Graduate diploma Mode U Rural management with field-based institutional learning MOST S+T+I	Core Gate-U ODCA-U - institutional-field audit pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; Learning Need C audit pending Official source
AM-031 ISABS BLHP-ALHP T-group Development Pathway India · English / Indian multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode U : not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-018 ISABS Organisation Development Certification Programme India · English / Indian multilingual context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U : not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+L) Full assurance review pending Official source
AM-019 ISABS Professional Development Programme India · English / Indian multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U : not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-020 ISODC China Advanced OD Consultant Certification (AODCC) China · Mandarin / local language · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U : not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-011 Japan Action Learning Association Senior Action Learning Coach Japan · Japanese · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U : not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-034 Japan Management Association Learning Organization and Systems Thinking Programme Japan · Japanese · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M2 Bounded professional programme Mode U : not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-002 Japan Productivity Center First Learning Organization Development Seminar Japan · Japanese · TX-U	OD-ALIGNED IB-OD A - Explore OD and possible roles	M1 Taster / embedded course Mode U : not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-012 Japan Productivity Center Organization Development Training Japan · Japanese · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-013 Keio MCC Organization Development Theory and Practice Japan · Japanese · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-003 Middle Earth HR Diploma in Organization Development and Coaching India / Online · English · Mode ON: online- only · TX-U	ADJACENT IB-OD A - Explore OD and possible roles	M3 Certificate / stackable award Mode ON: online- only PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA indicative 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+M) Full assurance review pending Official source
AM-004 National Cheng Kung University Organizational Development and Change Course Taiwan · Mandarin / English materials · TX-U	OD-ALIGNED IB-SY / IB-IQ A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-005 National Chengchi University Human Resource and Organizational Development Course Taiwan · Mandarin · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AM-006 National Chung Hsing University Organization Development and Change Course Taiwan · Mandarin / English materials · TX-U	OD-ALIGNED IB-OD A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AM-014 National Sun Yat-sen University Organizational Development II Taiwan · Mandarin · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-015 Nippon Manpower OD Facilitator Development Programme Japan · Japanese · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-043 Nueva Vizcaya State University - PhD in Organization Development and Planning Philippines · English · TX3	OD-ALIGNED IB-OD / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode U Organisation OD and planning	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-035 OD Alternatives - Organisation Development Certification Programme India · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-SY B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON OD consulting and process consultation	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-021 ODCF Japan OD Professional Programme Japan · Japanese · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-032 ODCF Japan Team Facilitation Programme Japan · Japanese · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-048 Ono Academic College - MBA specialization in Organizational Behavior and Consulting Israel · Hebrew · TX1	ADJACENT IB-IQ / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Organisational behaviour and consulting	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-016 Open University Malaysia Master of Human Resource Management with Organization Development pathway Malaysia / Online · English / Malay context · Mode ON: online-only · TX-U	ADJACENT IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON: online-only PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA indicative 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+M) Full assurance review pending Official source
AM-022 People First Organization Development Certification Programme India · English · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-047 Peres Academic Center - MA in Organizational Consulting and Development Israel · Hebrew · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisational consulting and development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-044 Rikkyo University - Leadership Development Course (リーダーシップ開発コース) Japan · Japanese · TX1	ADJACENT IB-LN / IB-PA / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode IP Collective leadership and experiential learning	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-039 SAIDI Graduate School of Organization Development - MA in Organization Development - Microfinance Philippines · English · TX3	BOUNDED OD IB-OD / IB-SY C - Work with social/institutional systems SID-U	M7 Master / professional degree Mode U Social-sector OD speciality	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-038 SAIDI Graduate School of Organization Development - MA in Organization Development and Planning Philippines · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation and community OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-040 SAIDI Graduate School of Organization Development - PhD in Organization Development and Planning Philippines · English · TX3	OD-ALIGNED IB-OD / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode U Organisation OD research	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-007 SANNO Managers Introduction to Organization Development Japan · Japanese · TX-U	OD-ALIGNED IB-OD A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-024 Singapore Civil Service College Graduate Certificate in Organisation Development Singapore · English · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-025 Singapore Civil Service College OD Practitioner Foundational Programme Singapore · English · TX-U	ADJACENT IB-OD B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AM-028 Singapore University of Social Sciences Community Leadership and Organisational Development Singapore · English · TX-U	OD-ALIGNED IB-SY / IB-IQ C - Work with social/institutional systems SID-U	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-023 SMU Academy Advanced Certificate in Organisation Development Singapore · English · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AM-033 Sumedhas Internship in Process Work India · English / Indian multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
AM-045 Tel Aviv University - MSc in Organizational Consulting Israel · Hebrew / English materials · TX2	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisational consulting	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
AM-026 TISS Executive Postgraduate Diploma in Organisation Development, Change and Leadership India · English / Indian multilingual context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
AM-027 TISS MA Organisation Development, Change and Leadership India · English / Indian multilingual context · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-029 TISS Participatory Training Methodology for Social Development India · English / Indian multilingual context · TX-U	OD-ALIGNED IB-SY / IB-IQ C - Work with social/institutional systems SID-U	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-008 Tunghai University Organization Development Seminar Taiwan · Mandarin · TX-U	OD-ALIGNED IB-OD A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
AM-017 Universiti Kebangsaan Malaysia MA Industrial and Organizational Psychology Malaysia · English / Malay · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I IO-ADJ	Core Gate-U ODCA indicative 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
AM-058 University of Doha for Science and Technology - MSc Human Resource Management Qatar · English · TX3	ADJACENT IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U HRM with Organizational Development & Change elective MOST S+T+I	Core Gate-U ODCA-U - elective OD pathway review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
AM-053 University of Santo Tomas - Bachelor of Arts in Behavioral Science Philippines · English · TX3	ADJACENT IB-IQ / IB-LN A - Explore OD and possible roles	M7 Degree route Mode U Applied behavioural science	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

14. Europe

56 programmes listed	3 ODCA >9 inception / re-audit pool	EU directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: EU-021 NEOMA Business School - MSc Strategy, Organisation and Consulting, EU-022 RPTU MA Systemic Consulting, EU-027 iaelyon School of Management - Master Management, Conseil et Changement (MC2). The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

European discovery has been widened through original-language continuing-education centres and university certificates carrying Organisationsentwicklung or closely related organisation-design labels. New German-language entries are retained as bounded OD until full-cycle and formation evidence is established.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
3	6	9	3	35
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Europe programme register

56 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-013 artop Systemische Organisationsberatung Germany · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-016 Copenhagen Business School Master of Management Development Denmark · Danish / English context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-028 European Organisation Design Forum Masterclass Europe / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M1 Taster / embedded course Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-002 FHNW DAS Integrative-Systemic Consulting: Coaching, Team Coaching and Organisational Development Switzerland · German · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-003 FHNW MAS Change and Organisational Dynamics Switzerland · German · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-017 Frankfurt School Organisational Development Certificate Course Germany · German · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-046 FUNIBER Portugal - Mestrado em Consultoria e Desenvolvimento Organizacional Portugal / transnational · Portuguese · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON Consulting and organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-056 Hochschule der Medien Stuttgart - Change Management und Organisationsentwicklung Germany · German · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode IP Continuing-education module in organisational and cultural development MOST S+T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026-27 module page; depth review pending Official source
EU-018 HWZ CAS Systemic Organisational Development Switzerland · German · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-027 iaelyon School of Management - Master Management, Conseil et Changement (MC2) Lyon, France · French · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-030 Il Nodo Group Relations Conference Italy / Europe · Italian / English context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-019 INSEAD Executive Master in Change Europe / Asia · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-049 Instituto Politécnico de Tomar - Pós-Graduação em Inovação, Transformação e Desenvolvimento Organizacional Portugal · Portuguese · TX1	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / postgraduate award Mode U Organisation development and leadership	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-014 isb Systemische Organisationsentwicklung and Change Compact Germany · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-015 isb Systemische Organisationsentwicklung, Change & Transformation I-II Germany / DACH · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-029 ISEOR - Socio-Economic Management and Change programme Lyon / international · French / English / Spanish · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-044 IÉSEG School of Management - Executive Mastère Spécialisé Direction de la Transformation et du Développement Humain France · French · TX1	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M7 Professional degree Mode U Transformation and human development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-054 Johannes Gutenberg University Mainz - CAS Organisationsentwicklung: Systemisch und Agil Germany · German · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U Systemic and agile organisational development MOST S+T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
EU-034 Jonkoping University MSc Leading Change, Organisations and People Sweden · English · TX-U	OD-ALIGNED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-020 Kalaidos CAS Organizational Development and Consulting Switzerland · German · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-051 Lucerne University of Applied Sciences and Arts - CAS Organisation und Kultur entwickeln Switzerland · German · TX1	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U Organisation and culture development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-050 Lucerne University of Applied Sciences and Arts - Fachseminar Organisationsentwicklung - zukunftsorientierte Gestaltung Switzerland · German · TX1	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-004 Metaplan Executive Program for Organizational Leadership Germany / Global · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-021 NEOMA Business School - MSc Strategy, Organisation and Consulting France · French / English context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-001 Nyenrode Change Management and Organizational Development Module Netherlands · Dutch / English · TX-U	OD-ALIGNED IB-SY / IB-IQ A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-005 OEGGO Group Dynamics and Organisational Consulting Training Austria / DACH · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-035 Paris Dauphine Executive Master Coaching et Transformation des Organisations Publiques France · French / English context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-031 PHSG CAS Organisational Consulting and Leadership Coaching Switzerland · German · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent coaching / supervision MOST S+I	Core Gate-U ODCA indicative 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-006 Radboud University Psychology of Organisational Change Netherlands · Dutch · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I IO-ADJ	Core Gate-U ODCA indicative 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-007 Rennes School of Business - Design et changement organisationnel strategique Rennes, France · English · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-008 Rennes School of Business - Leadership strategique, design organisationnel et IA Rennes, France · French · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-009 Rotterdam School of Management MSc People, Organisations and Change Netherlands · Dutch / English context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-022 RPTU MA Systemic Consulting Germany · German · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-042 Scherer Leadership Center - Leading Change: Checklist for Success Poland / Europe · English · TX3	BOUNDED OD IB-LN / IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U OD-derived change leadership	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-043 Scherer Leadership Center - The OD Academy Poland / Europe · English · TX3	OD-ALIGNED IB-OD / IB-LN / IB-SY B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U Organisation development academy	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-023 SGO CAS Organisational Development Switzerland · German · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-010 Sioo Advanced Consulting and Change Netherlands / Europe · Dutch / English context · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-036 Sioo Executive Change Management Netherlands / Europe · Dutch / English context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-053 SRH Fernhochschule - Hochschulzertifikat Organisationsentwicklung & New Work Germany · German · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON Organisational development and New Work MOST S+T	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-037 The Hague University Post-HBO Consulting and Change Management Netherlands · Dutch · TX-U	BOUNDED OD IB-SY / IB-IQ E - Build system renewal capability	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-024 Trigon CAS Organisationsentwicklung Austria / Switzerland · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-011 Trigon OE Professionell Austria / DACH · German · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-038 Trigon OE-Werkstatt / Landkarten der Transformation Austria / DACH · German · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M5 Supervised / specialist formation Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-012 Universidade Catolica Portuguesa Pos-Graduacao Desenvolvimento Organizacional e Capacitacao de Equipas e Pessoas Portugal · Portuguese · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
EU-048 Universidade Europeia - Pós-Graduação em Liderança e Desenvolvimento Pessoal Portugal · Portuguese · TX1	ADJACENT IB-CA D - Deepen an OD-relevant specialist capability	M3 Certificate / postgraduate award Mode U Leadership and personal development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-039 University of Antwerp Advanced Master People and Change Management Belgium · English / local context · TX- U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-025 University of Barcelona Master Advanced Leadership and Group Dynamics Spain · Spanish · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-047 University of Coimbra - Mestrado em Psicologia do Trabalho, das Organizações e dos Recursos Humanos Portugal · Portuguese · TX1	ADJACENT IB-IQ / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Work and organisational psychology IO-ADJ	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official page; depth audit pending Status-unverified · Adjacent psychology route Official source
EU-032 University of Kassel Master Coaching, Organisationsberatung and Supervision Germany · German · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF8 - OD-adjacent coaching / supervision MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-055 University of Koblenz - Certificate Organisationsgestaltung Germany · German · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U Organisational design and development MOST T+I	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
EU-045 Université de Strasbourg - Conduite de projet et du changement France · French · TX1	ADJACENT IB-CA / IB-SY A - Explore OD and possible roles	M1 Embedded course Mode U Project and change delivery	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-026 Utrecht University Executive Master Organisation, Culture and Management Netherlands · Dutch · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
EU-040 Vrije Universiteit Amsterdam MSc Change Management Netherlands · Dutch / English context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
EU-052 Witten/Herdecke University - Transformationsmanagement und systemische Organisationsentwicklung Germany · German · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M3 Certificate / continuing education Mode U Systemic organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
EU-041 ZHAW CAS Change Management, Organisational Consulting and Development Switzerland · German · TX-U	BOUNDED OD IB-SY / IB-IQ E - Build system renewal capability	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
EU-033 ZHAW MAS Coaching and Organisationsberatung Switzerland · German / multilingual context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U : not publicly verified PF8 - OD-adjacent coaching / supervision MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

15. Latin America and Caribbean

41 programmes listed	1 ODCA >9 inception / re-audit pool	LA directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: LA-021 Universidad Continental Doctorado en Gestion de Recursos Humanos y Desarrollo Organizacional. The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

Latin American discovery now reaches Spanish-language programmes in organisational analysis, culture development, people-centred organisation development and organisational coaching/change. Direct OD identity and adjacent people/change identity remain distinguished in the registry class rather than collapsed by translation.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
1	8	10	1	21
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Latin America and Caribbean programme register

41 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
LA-024 Caribbean Group Relations Conference Caribbean · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
LA-012 CENTRUM PUCP Diploma Desarrollo Organizacional y Gestion del Cambio Peru · Spanish · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
LA-037 CPEM - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-001 CUN Especializacion en Desarrollo Organizacional y Gestion del Talento Humano Colombia · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-013 Institucion Universitaria de Envigado Especializacion en Desarrollo Organizacional Colombia · Spanish · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-014 Instituto Federal de Alagoas Especializacao em Desenvolvimento Organizacional Brazil · Portuguese · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-007 Mackenzie MBA Gestao de Pessoas e Desenvolvimento Organizacional Brazil · Portuguese · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
LA-015 Pontificia Universidad Catolica de Chile Diplomado en Desarrollo Organizacional Chile · Spanish · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-002 Pontificia Universidad Catolica de Chile Diplomado en Gestion de Personas con mención en Desarrollo Organizacional Chile · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-003 Pontificia Universidad Javeriana Cali Especialización en Procesos Humanos y Desarrollo Organizacional Colombia · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-016 Santo Tomas Diplomado en Desarrollo Organizacional Chile · Spanish · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-008 SENAC Pos-Graduacao Gestao de Pessoas: Humanizacao e Desenvolvimento Organizacional Brazil / Online · Portuguese · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+M) Full assurance review pending Official source
LA-017 UDEM Maestria en Desarrollo Organizacional Mexico · Spanish · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
LA-018 UNAD Especialización en Alta Gerencia y Desarrollo Organizacional Colombia / Online · Spanish · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
LA-019 Unifatecie Especializacao em Gestao de Conflitos e Desenvolvimento Organizacional Brazil / Online · Portuguese · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+M) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
LA-020 Universidad Andres Bello Diplomado en Desarrollo Organizacional Chile · Spanish · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-040 Universidad Austral - Maestría en Desarrollo de Organizaciones Centradas en las Personas Argentina · Spanish · TX3	ADJACENT IB-SY / IB-PA B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U People-centred organisational development MOST S+I	Core Gate-U ODCA-U - boundary and assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
LA-009 Universidad Catolica San Pablo Desarrollo Organizacional with Talent Management, KPIs and OKRs Peru / Online · Spanish · Mode ON: online- only · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode ON: online- only PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
LA-010 Universidad Catolica San Pablo Desarrollo Organizacional y Gestion Estrategica del Talento Peru / Online · Spanish · Mode ON: online- only · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode ON: online- only PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
LA-021 Universidad Continental Doctorado en Gestion de Recursos Humanos y Desarrollo Organizacional Peru · Spanish · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-038 Universidad de Belgrano - Maestría en Análisis y Gestión Organizacional Argentina · Spanish · TX3	OD-ALIGNED IB-OD / IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organizational analysis, intervention, change and OD MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U OA present · DX-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
LA-022 Universidad de Chile Diploma Cambio e Innovacion Organizacional Chile · Spanish · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
LA-025 Universidad de Chile Diploma Coaching y Cambio Organizacional Chile · Spanish · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent coaching / supervision MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
LA-023 Universidad de Chile Diplomado en Desarrollo Organizacional for University Personnel Chile · Spanish · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
LA-031 Universidad De La Salle Bajío - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-036 Universidad de Tijuana - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-035 Universidad del Norte - Maestría en Desarrollo Organizacional y Procesos Humanos Colombia · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U OD and human processes	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-005 Universidad del Norte Especialización en Desarrollo Organizacional y Procesos Humanos Colombia · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-041 Universidad del Salvador - Maestría en Coaching y Cambio Organizacional Argentina · Spanish · TX3	ADJACENT IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode ON Organizational coaching, facilitation and change MOST S+I	Core Gate-U ODCA-U - boundary review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026 programme page; depth review pending Official source
LA-006 Universidad del Tolima Especialización en Gerencia del Talento Humano y Desarrollo Organizacional Colombia · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA indicative 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
LA-028 Universidad EAFIT - Maestría en Desarrollo Humano Organizacional Colombia · Spanish · TX1	ADJACENT IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Human development in organisations	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-027 Universidad Externado de Colombia - Especialización en Gestión del Desarrollo y Cambio Organizacional Colombia · Spanish · TX1	BOUNDED OD IB-OD / IB-CA D - Deepen an OD-relevant specialist capability	M3 Postgraduate specialization Mode U Organisation change and development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
LA-026 Universidad Externado de Colombia - Maestría en Gestión Humana y Desarrollo Organizacional Colombia · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Human management and OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-029 Universidad Latinoamericana - Maestría en Desarrollo Organizacional y Talento Humano Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U OD and talent management	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-034 Universidad Monter - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-032 Universidad Panamericana - Maestría en Desarrollo Estratégico Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Strategic organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-004 Universidad Simon Bolivar Especializacion en Desarrollo Humano y Organizacional Colombia · Spanish · TX-U	ADJACENT IB-SY / IB-IQ A - Explore OD and possible roles	M3 Certificate / stackable award Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
LA-033 Universidad Tamaulipeca - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
LA-039 Universidad Tecnológica Nacional - Experto Universitario en Desarrollo y Mejora de la Cultura Organizacional Argentina · Spanish · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON Organisational culture, systems and complex change MOST S+T	Core Gate-U ODCA-U - depth review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official e-learning programme page; depth review pending Official source
LA-011 Unyleya MBA Executivo em Gestao da Mudanca Organizacional Brazil / Online · Portuguese · Mode ON: online-only · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode ON: online-only PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA indicative 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+M) Full assurance review pending Official source
LA-030 UTEG - Maestría en Desarrollo Organizacional Mexico · Spanish · TX1	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U Organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

REGIONAL CHAPTER NA

16. North America

68 programmes listed	18 ODCA >9 inception / re-audit pool	NA directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: NA-006 BGSU Doctorate in Organization Development and Change, NA-007 BGSU Master of Organization Development and Change, NA-008 Benedictine University PhD in Organization Development, NA-012 Fielding MA in Organization Development and Leadership, NA-014 George Mason University MS Organization Development and Knowledge Management, NA-017 HEC Montreal - DESS Management, Organizational Development, NA-018 HEC Montreal - MSc in Management, Organizational Development, NA-019 Institute of Organization Development OD Certification Programme, NA-020 Institute of Organization Development OD Consultant Certification, NA-021 Institute of Organization Development OD Process Professional Certification, NA-022 Leadership Institute of Seattle - MS Leadership, Management and Organization Development, NA-024 Penn State World Campus - MPS Organization Development and Change, NA-026 Pepperdine Master of Science in Organization Development, NA-027 Roosevelt University MA Organization Development, NA-028 Saint Joseph's University - MS Organization Development and Leadership, NA-031 UT Dallas MS Leadership and Organizational Development, NA-033 University of Georgia PhD Learning, Leadership and Organization Development, NA-035 University of the Incarnate Word - MS Organizational Development and Leadership. The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

North American discovery has been extended to additional current graduate certificates with explicit OD identity. New entries are carried as OD-ALIGNED pending the same non-compensatory Core, faculty, formation and supervised-praxis review applied to longer-standing programmes.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
2	6	15	18	27
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

North America programme register

68 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-037 A. K. Rice Institute Group Relations Conference US · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode MX: conference mode varies by event PF5 - Group process / use of self MOST S	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
NA-068 Arkansas Tech University - Organizational Development and Learning Graduate Certificate United States · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U Organizational development and learning MOST S+T	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official graduate-catalog page; depth review pending Official source
NA-008 Benedictine University PhD in Organization Development US · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode IP: cohort and classroom format PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-006 BGSU Doctorate in Organization Development and Change US · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F) Full assurance review pending Official source
NA-007 BGSU Master of Organization Development and Change US · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F) Full assurance review pending Official source
NA-067 Boise State University - Online Organizational Development Graduate Certificate United States · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-CA B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON Systems, research, consulting, change and OD interventions MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
NA-038 Case Western Change Management and Appreciative Inquiry Certificate US / Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA indicative 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-009 Case Western Master of Leadership and Organizational Change (MPOD lineage) US / Global · English / local context · TX-U	ADJACENT IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F) Full assurance review pending Official source
NA-039 Champlain College Certified Appreciative Inquiry Practitioner US / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-010 Colorado State PhD Organizational Learning, Performance and Change US · English / local context · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode ON: online doctoral route PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA indicative 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M+F) Full assurance review pending Official source
NA-056 Colorado State University Global - MS in Leadership and Organizational Development United States · English · TX3	ADJACENT IB-OD / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode ON Leadership and OD	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-051 Columbia Executive Master's in Change Leadership US / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-064 Concordia University - MA in Human Systems Intervention Canada · English · TX3	OD-ALIGNED IB-LN / IB-IQ / IB-FP / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode IP Human systems intervention	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-011 East Texas A&M University Organization Development Graduate Certificate United States · English · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
NA-040 Fairleigh Dickinson University Non- Profit Organizational Development Graduate Certificate United States · English · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-012 Fielding MA in Organization Development and Leadership US / Global · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-013 Fielding PhD in Organizational Development and Change US / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-014 George Mason University MS Organization Development and Knowledge Management United States · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-002 George Washington University MA Organizational Leadership and Learning United States · English · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-015 Georgetown Certificate in OD Consulting and Change Leadership US · English / local context · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online executive certificate PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-041 Gestalt Center for Organization & Systems Development - OSD Training Program United States / international cohorts · English · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F+R+L) Full assurance review pending Official source
NA-042 Gestalt Institute of Cleveland GILD US / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-043 Gestalt Institute of Cleveland Working with Teams and Groups US / Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode IP: current modules advertised in person PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-044 Gestalt International Study Center - Cape Cod Training Program US / live-online / international · English · Mode ON: live-online · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode ON: live-online PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M+F+R) Full assurance review pending Official source
NA-016 HEC Montreal - Certificate in Organizational Development Montreal, Canada · French · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-017 HEC Montreal - DESS Management, Organizational Development Montreal, Canada · French · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-018 HEC Montreal - MSc in Management, Organizational Development Montreal, Canada · French · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-045 Human Systems Dynamics Professional Certification Global / US · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-019 Institute of Organization Development OD Certification Programme US / Global · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+C) Full assurance review pending Official source
NA-020 Institute of Organization Development OD Consultant Certification US / Global · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+L) Full assurance review pending Official source
NA-021 Institute of Organization Development OD Process Professional Certification United States / Global · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+L) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-022 Leadership Institute of Seattle - MS Leadership, Management and Organization Development Seattle, US · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode IP: 12 in-person experiential residencies over two years PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M+F) Full assurance review pending Official source
NA-063 McGill University Organizational Development - Leadership Development Program Canada · English / French context · TX2	ADJACENT IB-LN / IB-PA / IB-SY D - Deepen an OD-relevant specialist capability	M5 Experiential leadership formation Mode IP Leadership development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-065 Mount St. Mary's University - Online Organizational Development Certificate United States · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-CA B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON Systems, consulting, assessment, intervention and feedback MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official programme page; depth review pending Official source
NA-055 Northern Arizona University - MEd in Human Relations United States · English · TX3	ADJACENT IB-LN / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Human Relations	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-023 NTL Global Organisation Development Certificate Global / US · English / local context · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode MX: virtual-online and in-person learning options PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-003 NTL Human Interaction Laboratory Global / US · English / local context · Mode MX: in-person and virtual options · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M4 Experiential laboratory / Mode MX: in-person and virtual PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA indicative 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-046 Organization Design Forum Certified Organization Design Professional Global / US · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-047 Penn Master of Science in Organizational Dynamics US · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-024 Penn State World Campus - MPS Organization Development and Change US / online · English · Mode ON: online-only · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON: online- only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-025 Penn State World Campus - OD and Change Consulting Skills Graduate Certificate US / online · English · Mode ON: online-only · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online- only PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-001 Penn State World Campus - OD and Change Essentials Graduate Certificate US / online · English · Mode ON: online-only · TX-U	ADJACENT IB-OD A - Explore OD and possible roles	M3 Certificate / stackable award Mode ON: online- only PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-057 Penn State World Campus - Organization Development and Change Analytics Graduate Certificate United States · English · TX3	BOUNDED OD IB-OD / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON OD analytics	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-058 Penn State World Campus - Organization Development and Change in Occupational Safety and Health Graduate Certificate United States · English · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON OD and occupational systems	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-026 Pepperdine Master of Science in Organization Development US / Global · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F+R) Full assurance review pending Official source
NA-062 Queen's University Industrial Relations Centre - Organizational Foundations Canada · English · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode MX OD foundations	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-027 Roosevelt University MA Organization Development United States · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-048 Royal Roads Graduate Certificate in Organization Design and Development Canada · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-053 Sacred Heart University - MS in Organizational Development and Psychology United States · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-FP B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON OD and organisational psychology	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-049 Sacred Heart University - PhD Organization Development, Change and Effectiveness US / hybrid-online · English · Mode BL: blended / hybrid · TX-U	BOUNDED OD IB-OD D - Deepen an OD-relevant specialist capability	M8 Doctoral / research Mode BL: blended / hybrid PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
NA-028 Saint Joseph's University - MS Organization Development and Leadership US / online · English · Mode ON: online-only · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON: online- only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
NA-029 Saint Joseph's University Organizational Development and Change Certificate United States · English · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
NA-066 Saint Louis University - Organizational Development Post-Baccalaureate Certificate United States · English · TX3	OD-ALIGNED IB-OD / IB-IQ / IB-CA B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON Systems thinking, diagnosis, intervention, consulting and evaluation MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official online programme page; depth review pending Official source
NA-030 Schulich Executive Education Masters Certificate in Organization Development and Change Canada · English · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
NA-032 University of Georgia EdD Learning, Leadership and Organization Development US · English / local context · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-004 University of Georgia MEd Learning, Leadership and Organization Development US · English / local context · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-033 University of Georgia PhD Learning, Leadership and Organization Development US · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-OD B - Become/deepen as an OD practitioner	M8 Doctoral / research Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-005 University of Louisville MS Human Resources and Organization Development US · English / local context · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-034 University of Minnesota Organization Development Certificate United States · English · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
NA-054 University of Oklahoma - Master of Human Relations United States · English · TX3	ADJACENT IB-LN / IB-CA / IB-SY C - Work with social/institutional systems SID-U	M7 Master / professional degree Mode MX Human Relations and change-agent formation	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-052 University of St Thomas Graduate Certificate Transformational Change and OD US · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
NA-035 University of the Incarnate Word - MS Organizational Development and Leadership US · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
NA-060 University of Toronto OISE - MA in Adult Education and Community Development Canada · English · TX3	ADJACENT IB-LN / IB-IQ / IB-PA C - Work with social/institutional systems SID-U	M7 Master / research degree Mode U Adult education and community development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-059 University of Toronto OISE - MEd in Adult Education and Community Development Canada · English · TX3	ADJACENT IB-LN / IB-PA / IB-SY C - Work with social/institutional systems SID-U	M7 Master / professional degree Mode U Adult education and community development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
NA-061 Université Laval - MSc in Development of People and Organizations Canada · French · TX1	ADJACENT IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U People and organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
NA-050 USC Center for Effective Organizations - Strategic Organization Design Certificate US / France delivery · English · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF3 - Design / sociotechnical systems MOST S+T+I · T emphasis	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: Moderate (P+F+R) Full assurance review pending Official source
NA-031 UT Dallas MS Leadership and Organizational Development US · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode ON: fully online and synchronous PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
NA-036 Washington University Certificate in Leadership and Organizational Development United States · English · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA indicative 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

17. Oceania

17 programmes listed	— ODCA >9 inception / re-audit pool	OC directory code
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Inception note

No programme is displayed with an ODCA >9 numeral on the cover map for Oceania. The region remains lightly coloured so that its presence in the directory is visible without turning absence from the present inception/re-audit pool into a negative judgement.

Discovery expansion note

Oceania now includes professional-body OD/organisation-design learning as well as university offerings. HRNZ and AHRI are visible as bounded professional routes; Waikato adds a current educational-sector OD paper. Massey is retained as an intermittent/credibly resumable course lead because its official course record is current but no present offering is displayed.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
0	3	3	0	11
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Oceania programme register

17 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
OC-003 Australian College Diploma of Business (Organisational Development) Australia / Online · English · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
OC-014 Australian HR Institute - Organisational Design Australia · English · TX3	BOUNDED OD IB-SY / IB-CA D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode ON Organisation design for strategy and transformation MOST T+I	Core Gate-U ODCA-U - bounded-scope review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026 short- course page; depth review pending Official source
OC-012 Australian Institute of Management - Graduate Certificate in Change Management Australia · English · TX3	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON Change management	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
OC-013 Deakin University - Organisational Development and Change Australia · English · TX3	BOUNDED OD IB-OD / IB-SY A - Explore OD and possible roles	M1 Embedded course Mode U Organisation development and change	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
OC-007 Group Relations Australia Extended Conference Pathway Australia / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
OC-015 Human Resources New Zealand - Organisational Development Essentials New Zealand · English · TX3	BOUNDED OD IB-OD / IB-SY A - Explore OD and possible roles	M2 Bounded professional programme Mode ON OD principles, diagnosis, interventions, implementation and review MOST S+T+I	Core Gate-U ODCA-U - bounded-scope review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026 professional-development page; depth review pending Official source
OC-009 Macquarie University - Master of Organisational Psychology Australia · English · TX3	ADJACENT IB-IQ / IB-FP / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode IP Organisational psychology IO-ADJ	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
OC-016 Massey University - Designing and Developing Organisations (152325) New Zealand · English · TX3	UNVERIFIED IB-SY / IB-IQ A - Explore OD and possible roles	M1 Embedded course Mode U Organisational design and development course record MOST T+I	Core Gate-U ODCA-U - current offering not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - current official course record; no present offering; resumability review pending Official source
OC-004 Monarch Institute Diploma of Business (Organisational Development) Australia / Online · English · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
OC-008 NIODA Master of Leadership and Management (Organisation Dynamics) Australia · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
OC-005 Otago Polytechnic Postgraduate Diploma in Applied Management - Developing Effective Organisations New Zealand · English · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M6 Graduate diploma Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA indicative 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source
OC-001 University of Auckland Master of Organisational Psychology New Zealand · English · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I IO-ADJ	Core Gate-U ODCA 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
OC-002 University of Canterbury Master of Organisational Psychology New Zealand · English · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I IO-ADJ	Core Gate-U ODCA 5/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
OC-011 University of Queensland - Master of Business Psychology Australia · English · TX3	ADJACENT IB-IQ / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode U Business and organisational psychology IO-ADJ	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
OC-010 University of Queensland - Master of Organisational Psychology Australia · English · TX3	ADJACENT IB-IQ / IB-FP / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / professional degree Mode IP Organisational psychology IO-ADJ	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
OC-017 University of Waikato - EDLED502 Educational Leadership: Organisational Change and Development New Zealand · English · TX3	ADJACENT IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M1 Embedded course Mode MX Organisational development, culture and change in educational settings MOST S+T+I	Core Gate-U ODCA-U - boundary review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026 paper page; depth review pending Official source
OC-006 UNSW Graduate Certificate in Leadership and Organisational Development Australia / Online · English · Mode ON: online-only · TX-U	OD-ALIGNED IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source

18. UK and Ireland

29 programmes listed	4 ODCA >9 inception / re-audit pool	UK directory code
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Inception note

The inception-discovery / re-audit pool currently flags the following historically visible high-alignment routes in this region: UK-002 Roffey Park Institute - Organisational Development Practitioners Programme United Kingdom / international online access · English · Mode ON; UK-005 NHS Elect Organisational Development Practitioner Programme, UK-007 Roffey Park MSc People and Organisational Development, UK-008 The King's Fund Advanced Organisational Development Practitioner Programme. The marker is an invitation to verify continuity and provider-attributable history; it is not a ranking or Core OD certification.

Discovery expansion note

The UK/Ireland pass now includes Tavistock and Portman's MA and Professional Doctorate in Consulting and Leading in Organisations. Their systems-psychodynamic consultancy architecture and supervised practice warrant OD-ALIGNED scrutiny without presuming Core status from lineage or intensity alone.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
0	4	2	4	19
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

UK and Ireland programme register

29 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
UK-024 CIPD - Basics of Organisation Design and Development United Kingdom · English · TX3	BOUNDED OD IB-OD A - Explore OD and possible roles	M1 Exposure / short course Mode U Organisation design and development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-023 CIPD - Leading Organisation Design and Development United Kingdom · English · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U Organisation design and development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-022 CIPD - Organisation Development Fundamentals United Kingdom · English · TX3	BOUNDED OD IB-OD A - Explore OD and possible roles	M2 Bounded professional programme Mode U OD foundations	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-017 HEC Paris-Oxford Executive MSc in Change Leadership France / UK · French / English context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M7 Master / professional degree Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-001 Henley Business School - Leading Change and Organisational Development Masterclass UK · English · TX-U	OD-ALIGNED IB-SY / IB-IQ A - Explore OD and possible roles	M1 Taster / embedded course Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+I	Core Gate-U ODCA 7/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
UK-009 Hult Ashridge Executive Coaching Qualification Pathway UK / Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF8 - OD-adjacent coaching / supervision MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-010 Institute for Equity MBA Leadership for Equity, Inclusion and Organisational Development United Kingdom · English · TX-U	ADJACENT IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF8 - OD-adjacent people / HR / psychology MOST S+I	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Moderate (P) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
UK-018 Irish Management Institute Professional Diploma in Leading Change and Transformation Ireland · English · TX-U	BOUNDED OD IB-SY / IB-IQ E - Build system renewal capability	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
UK-027 King's College London - MSc Leadership and Development United Kingdom · English · TX3	ADJACENT IB-CA / IB-SY C - Work with social/institutional systems SID-U	M7 Master / professional degree Mode U Leadership and development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-004 Mayvin MA People and Organisation Development UK · English / local context · TX-U	UNVERIFIED IB-OD B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-005 NHS Elect Organisational Development Practitioner Programme United Kingdom · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+T+I · S+I emphasis	Core Gate-U ODCA 11/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
UK-006 Open University Management of Change: Organisation Development and Design Microcredential United Kingdom / Online · English · Mode ON: online-only · TX-U	OD-ALIGNED IB-OD B - Become/deepen as an OD practitioner	M3 Certificate / stackable award Mode ON: online-only PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 9/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C+M) Full assurance review pending Official source
UK-002 Roffey Park Institute - Organisational Development Practitioners Programme United Kingdom / international online access · English · Mode ON: online access · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode ON: online access PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M+F+R+L) Full assurance review pending Official source
UK-007 Roffey Park MSc People and Organisational Development UK / Global · English / local context · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F+R) Full assurance review pending Official source
UK-020 Sheffield Hallam University - MSc Human Resources and Organisational Development United Kingdom · English · TX3	OD-ALIGNED IB-OD / IB-SY B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode IP HR and organisation development	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-028 Tavistock and Portman - MA Consulting and Leading in Organisations: Psychodynamic and Systemic Approaches United Kingdom · English · TX3	OD-ALIGNED IB-SY / IB-IQ / IB-FP B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode MX Systems-psychodynamic consulting with action-research consultancy MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026-27 programme page; supervised consultancy audit pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
UK-029 Tavistock and Portman - Professional Doctorate in Consulting and Leading in Organisations United Kingdom · English · TX3	OD-ALIGNED IB-SY / IB-IQ / IB-FP B - Become/deepen as an OD practitioner	M8 Doctoral / research route Mode BL Systems-psychodynamic consulting, supervised practice and research MOST S+T+I	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official 2026-27 programme page; six-assignment praxis audit pending Official source
UK-011 Tavistock Building Practice as an Organisational Consultant (CPD92) UK · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M2 Bounded professional programme Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-012 Tavistock Certificate in Supervision for Coaching and Consultancy UK · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-013 Tavistock Certificate in Team Coaching Advanced Programme UK · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-014 Tavistock Leicester Conference UK / Global · English / local context · Mode IP: residential in-person · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M4 Experiential laboratory / Mode IP: residential in-person PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-015 Tavistock Postgraduate Diploma in Organisational Supervision UK · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M6 Graduate diploma Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-016 Tavistock Practitioner Certificate in Consulting and Change (P3C) UK / Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF5 - Group process / use of self MOST S	Core Gate-U ODCA 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+F+R) Full assurance review pending Official source
UK-008 The King's Fund Advanced Organisational Development Practitioner Programme United Kingdom · English · TX-U	OD-ALIGNED - Core scrutiny eligible IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M5 Supervised / specialist formation Mode U: not publicly verified PF1 - Full-cycle organisation OD MOST S+T+I	Core Gate-U ODCA 10/12 - Full-cycle Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
UK-026 The Open University - MA/MSc Open - Managing Change and Organisational Design and Development pathway United Kingdom · English · TX3	ADJACENT IB-CA / IB-SY D - Deepen an OD-relevant specialist capability	M7 Master / open degree pathway Mode ON Change and organisation design	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
UK-019 UCD Professional Diploma in Organisation Change and Transformation Ireland · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ E - Build system renewal capability	M3 Certificate / stackable award Mode U: not publicly verified MOST	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
UK-025 University of Edinburgh - Organisational Development Methods United Kingdom · English · TX3	BOUNDED OD IB-OD / IB-IQ A - Explore OD and possible roles	M1 Embedded course Mode U OD methods	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source
UK-003 University of Manchester MSc Organisational Change and Development UK / Global · English / local context · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M7 Master / professional degree Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 4/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
UK-021 University of Plymouth - Organisation Development and Change United Kingdom · English · TX3	BOUNDED OD IB-OD / IB-SY D - Deepen an OD-relevant specialist capability	M2 CPD / embedded course Mode U Organisation development and change	Core Gate-U ODCA-U - full assurance review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	INCLUDED · D2-R - direct official page; depth review pending Included - full assurance review pending Official source

19. Global / transnational

12 programmes listed	— ODCA >9 inception / re-audit pool	GL directory code
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Inception note

No programme from this region is presently displayed in the ODCA >9 inception/re-audit pool. This is a statement about the current evidence pool, not about programme standing or regional maturity.

Discovery expansion note

The transnational scan distinguishes international associations and networks from countable learning programmes. OpenSourceOD's Open Assessment Certification is added as a bounded, globally accessible diagnostic-dialogic certification; networks without a distinct current learning programme remain uncounted.

Core OD Allegiance counts in the region

0-3	4-6	7-9	10-12	U / unscored
2	3	4	0	3
REGIONAL READING			Programme counts and ODCA bands describe the directory evidence reached. They should be read alongside Registry class, MOST, Actionability, MIEG, faculty formation, PFI / UoS and supervised praxis rather than as a stand-alone ranking.	

REGIONAL PROGRAMME REGISTER

Global / transnational programme register

12 entries. Programmes are presented in one alphabetical sequence. Audit maturity does not affect placement. Each row is kept intact; headers repeat on continuation pages; word wrap expands the row rather than shrinking the type.

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
GL-010 Adizes Executive Program in Organizational Transformation Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ E - Build system renewal capability	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
GL-002 Adizes Integrators Training Global · English / local context · TX-U	ADJACENT IB-SY / IB-IQ B - Become/deepen as an OD practitioner	M2 Bounded professional programme Mode U: not publicly verified PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
GL-003 Bushe-Marshak Institute Dialogic OD Certificate Global · English / local context · TX-U	UNVERIFIED IB-OD D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
GL-004 Center for Appreciative Inquiry - Appreciative Inquiry Facilitator Training Global / online and hosted cohorts · English · Mode MX: multiple modes · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode MX: multiple PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M+L) Full assurance review pending Official source
GL-005 Future Search Academy Certified Facilitator Pathway Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
GL-006 ICA Technology of Participation Facilitation Methods / Certified ToP Facilitator Global · English / local context · TX-U	UNVERIFIED IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF2 - OD consulting / process consultation MOST S+I	Core Gate-U ODCA-U - not scored from D0 public evidence reach ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D0: Low (-) Full assurance review pending
GL-001 OD Network Global OD Competency Framework Learning Series Global · English / local context · TX-U	ADJACENT IB-OD A - Explore OD and possible roles	M2 Bounded professional programme Mode ON: seven live virtual sessions PF8 - Adjacent leadership / people / change MOST T+I	Core Gate-U ODCA indicative 3/12 - Core OD not established ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source

ID and programme	Class / inclusion / Learning Need	Learning design	Core / intervention / action	Formation / praxis / system	Evidence / context / source
GL-012 OpenSourceOD - Open Assessment Certification Program Global / online · English · TX3	BOUNDED OD IB-OD / IB-IQ / IB-CA D - Deepen an OD-relevant specialist capability	M3 Certificate / stackable award Mode ON Diagnostic-dialogic assessment and facilitated change MOST S+T+I	Core Gate-U ODCA-U - bounded-scope review pending ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2-R - direct official certification page; depth review pending Official source
GL-007 Presencing Institute Awareness- Based Systems Change Certification Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
GL-008 Presencing Institute u-lab: Leading from the Emerging Future Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M1 Taster / embedded course Mode ON: MOOC / online learning journey PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D3: High (P+C+M) Full assurance review pending Official source
GL-009 Social Presencing Theater Certification Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ D - Deepen an OD-relevant specialist capability	M5 Supervised / specialist formation Mode U: not publicly verified PF4 - Dialogic / generative OD MOST S+I	Core Gate-U ODCA indicative 8/12 - Substantial Core OD alignment ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D2: High (P+C) Full assurance review pending Official source
GL-011 Society for Organizational Learning Systems Leadership / Executive Champions Global · English / local context · TX-U	BOUNDED OD IB-SY / IB-IQ E - Build system renewal capability	M2 Bounded professional programme Mode U: not publicly verified MOST	Core Gate-U ODCA indicative 6/12 - Bounded Core OD coverage ID-U ACT-U	FFG-U · FSC-U PFI-U · PX-U MIEG-U	D1: Low (P) Full assurance review pending Official source

PARTICIPANT INQUIRY

20. Questions for prospective participants

Use these questions to turn a directory scan into a more informed conversation with yourself and with programme providers.

Clarify your developmental purpose

- Which Learning Need / Developmental Move best describes what I am trying to become more capable of doing now?
- A - Explore OD and possible roles; B - Become/deepen as an OD practitioner; C - Work with social/institutional systems; D - Deepen an OD-relevant specialist capability; or E - Build system renewal capability?
- Is my strongest motive Impact, Identity, Approach or Mastery?

Clarify your intended role

- Do I expect to work as an internal practitioner, external consultant, leader, facilitator, researcher or community-change practitioner?
- If I am considering an I/O, work or organisational-psychology programme, is OD a connected course architecture with client-system intervention practice, or one application area within a broader psychology curriculum?
- Will I need to contract with real client systems and design interventions, or mainly learn established methods?
- If I am choosing a social-sector route, does it mainly strengthen one organisation, or does it prepare me to work with an organisation of organisations and inter-organisational effectiveness?
- At what levels do I expect to work: individual, group/intergroup, organisation, or an inter-organisational institution / field?

Examine the learning architecture

- Does the programme connect theory, inquiry, practice, reflection, feedback and assessment?
- Does it distinguish organisational diagnosis undertaken to frame, scope and evaluate interventions from organisational analysis undertaken primarily to understand the organisation? If diagnosis is claimed, does it lead to choices among process, structure/work-system and integrated interventions rather than simply list techniques?
- Is experiential learning central or optional?
- Is supervised client-system work required and assessed?
- At what levels will I practise - individual, group/intergroup, organisation or inter-organisational/institutional field - and what external, internal or technical-system effectiveness will I learn to evaluate?
- Does the time, mode and intensity fit what I can sustain?

Consider practitioner formation

- Am I ready for Use of Self work, feedback and relational learning?
- Will the programme develop Social, Technical and Influence capabilities together?
- Across the five Use of Self factors, where will I receive structured feedback, supervision or coached practice?
- How will the programme help me examine the impact of my presence and choices on a client system, not only private self-awareness?

Look for Science, Humanism and Actionability

- How does the programme teach behavioural-science inquiry and distinguish observation, interpretation and inference?
- How are dignity, participation, voice and meaningful choice protected?
- Does action follow from valid information and participant ownership?
- Are implementation, evaluation and renewal included?

Check faculty, supervision and evidence

- Who is accountable for formative learning in the current edition, and how long or continuously have they carried substantive programme responsibility?
- Do faculty show OD formation, client-system practice, scholarship and supervision experience, and is succession or renewal of formative responsibility visible?
- Which findings are verified, interim, unverified or not established?
- What should I not expect this programme to provide?

PROVIDER AND CURATOR GUIDANCE

21. Guidance for programme providers and curators

A programme is easier to discover and assess when its public information is current, specific and attributable. Across this 308-entry directory, programme identity is considerably easier to establish than delivery conditions, connected OD architecture, practitioner formation, supervised praxis, faculty formation and intervention/effectiveness architecture. Annexure I5 - public observability gaps summarises what the present directory has and has not yet been able to establish from public evidence. Better discoverability does not require claiming more than the programme offers. A practical online-content checklist follows in Section 22 - Tips for programme providers.

Make the programme identifiable

- Publish the current official title, provider, location, mode, duration, award and intended participants.
- Retain the original-language title and add a clear English translation where useful.
- State whether the programme is current, recurring, paused, resumed or discontinued.

Clarify the relationship to OD

- State the primary Learning Need / Developmental Move the programme is designed to serve, in plain participant-facing language, before describing its technical architecture.
- Explain whether the offering is explicitly OD, OD-aligned, bounded or adjacent.
- Name its intellectual and practice traditions rather than relying only on words such as change, systems or transformation. If a taxonomy, typology or named practice model is used, state the question it helps learners answer and its limits. Do not imply that programme classification establishes learner motive, professional identity or practitioner maturity.
- State what the programme includes and what lies outside its scope.
- For I/O, work and organisational-psychology routes that reference OD, show whether OD is a substantial connected formation sequence or an elective/module/application area; the latter should be disclosed as adjacent rather than presented as equivalent to OD practitioner formation.

Show the learning architecture

- Publish the curriculum and explain how theory, inquiry, reflection, practice, feedback and assessment connect.
- Identify required and elective elements.
- Distinguish exposure to interventions from capability to select, design, implement and evaluate them.
- Distinguish organisational diagnosis from organisational analysis. If diagnosis is claimed, show how client-system inquiry frames or scopes intervention selection, delivery and evaluation. If the curriculum is designed primarily to analyse organisations for understanding, describe it as analysis rather than allowing the directory to infer OD diagnosis. Then show whether intervention capability is process, structure/work-system or integrated, and distinguish the intervention target from the effectiveness domain it is intended to improve.
- Where system-effectiveness claims are made, identify intervention reach and how external, internal and technical/work-system outcomes are evaluated.

Make Core OD and MOST evidence visible

- Where relevant, show client-system contracting, behavioural-science inquiry, dignity and participation, meaningful choice, Actionability, evaluation and renewal.
- Show how Social, Technical and Influence capabilities are developed and connected in practice; where broader system claims are made, show the intervention level and the Porras work-setting-behaviour-outcome chain.
- For social-sector or institutional-field claims, distinguish single-organisation OD from Padaki-Vaz institutional development and show the transorganisational processes being formed.
- Do not claim Core OD status where mandatory elements remain partial or outside programme purpose.

Make practitioner formation and faculty responsibility observable

- Show how Use of Self is deliberately developed through required experiential work, reflection, feedback, coaching or supervision and consequential practice.
- Name the faculty accountable for the current edition and state their design, delivery, supervision and assessment roles.
- Provide public evidence of OD formation, client-system practice and relevant scholarship.
- Where feasible, disclose continuity/tenure in substantive programme responsibility and distinguish continuity from status, reputation or teaching quality.

Source: [Global Use of Self research](#)

22. Tips for programme providers: make consequential features observable

Annexure I5 suggests that public information is much better at establishing programme identity than several features consequential to participant choice. These tips concern observability, not compliance: where a feature genuinely exists, make it findable, specific and attributable; do not redesign a programme merely to satisfy directory codes.

Feature to make visible	What useful online disclosure can show
Identity, access and delivery	Current official title and status; provider/location; original-language title where relevant; delivery mode and what each mode entails; duration, schedule/attendance expectations, award and intended participants.
Learning architecture	A current curriculum that distinguishes required from elective elements and shows how theory, inquiry, reflection, practice, feedback and assessment connect - not merely a module list.
Diagnosis, intervention and consequence	If claimed, show how inquiry frames intervention choice; whether capability is process, structure/work-system or integrated; the levels at which learners intervene; and how intended external, internal or technical/work-system effects are examined.
Practitioner formation and supervised praxis	Where present, specify experiential laboratories, Use-of-Self work, reflection, feedback, coaching/supervision, fieldwork or live client-system practice, including how consequential practice is supported and assessed.
Faculty stewardship	Name faculty accountable for design, delivery, supervision and assessment; make relevant OD formation, client-system practice and scholarship visible; where feasible, distinguish continuity of substantive responsibility from reputation or status.
Evidence, language and continuity	Use stable official pages and dated brochures/syllabi; identify the current edition; keep source links live; provide original-language material and a clear translation where useful; state whether a programme is current, recurring, paused, resumed or discontinued.
Boundaries and claims	State whether the offering is explicitly OD, OD-aligned, bounded or adjacent; name the traditions drawn upon; say what lies outside scope; avoid implying Core OD, supervision, field practice or system-level capability where the public architecture does not support the claim.

QUICK PUBLICATION TEST Can a prospective participant establish, without inference, what the programme is, how it is delivered, what kind of practitioner it seeks to form, what the learner will actually practise, who carries formative responsibility, how consequential practice is supervised/evaluated, and where current evidence can be verified?

RELATED READING Annexure I5 - public observability gaps | Section 21 - provider and curator guidance

INTERPRETATION AND RELEASE

23. Interpretation and continuing audit

Evidence status describes the directory evidence and classification process, not programme quality, standing or maturity. Differences in evidence reach identify the next verification task; they must not be read as a ranking.

What the wider discovery scan makes visible

The 308-entry directory makes explicit OD programmes, multidisciplinary formations, locally named antecedents, systems and institutional work, and countable consultancy-based programmes more visible. The expanded parameters distinguish Core OD formation from bounded and adjacent essentials without treating complexity or non-English visibility as exclusionary. The systems reading now distinguishes process, structure/work-system and integrated intervention design; separates intervention reach from external, internal and technical-system effectiveness; distinguishes single-organisation social-sector OD from Padaki-Vaz institutional development; and grounds the intervention-to-outcome causal reading in Porras and colleagues.

Provider-ecology discovery and uncounted institutional leads

The 308-programme population is now supplemented by an institutional-ecology screen: professional bodies, public academies, sectoral research institutes, rural/development institutes and continuing-education centres are searched before concluding that a country lacks relevant formation. ATIRA (India), Bangladesh rural-development academies and BIGD, and international networks such as IODA remain visible as leads when no distinct current countable OD programme is established. Their visibility does not add to the programme count until the entry conditions are met.

Continuing audit priorities

- Verify current or prospective cohort status and source currency for every entry.
- Audit curricula in the original language or through reliable bilingual evidence where required.
- Apply MOST-informed ODCA validation and Actionability to all 308 entries. In the fuller-course review, distinguish DX-OD intervention-directed organisational diagnosis from OA-ONLY analysis for understanding and retain DX-U where the curriculum does not show the purpose of inquiry. Mark IO-ADJ where an I/O, work or organisational-psychology programme references OD without making OD the connected formation architecture. Audit Intervention Design as ID-P / ID-S / ID-I / ID-U; re-audit MIEG for L-I / L-G / L-O / L-IO and E-EXT / E-INT / E-TEC using the Porras planned-change chain; apply the Padaki-Vaz institutional-development lens wherever social or institutional-field practice is claimed.
- Verify at least two qualifying current/prospective formative OD faculty for Core and practitioner-formation claims.
- Verify faculty scholarly contribution, PFI and supervised praxis from required curriculum and accountable evidence.
- Resolve duplicates, renamed programmes and distinct variants through continuing audit; invite provider correction without allowing provider self-description to override common rules.

Sequenced Annexure C audit

- 32 high-scrutiny programmes: test every Annexure C requirement.
- 59 additional ODCA 7-9 programmes: test partial fulfilment and identify missing Core gates.
- Specialised pools: test PFI; diagnosis-versus-analysis purpose; I/O psychology adjacency; process/structure intervention design; Porras-grounded MIEG; Padaki-Vaz institutional development; sociotechnical design; and relevant assurance strengths.
- Remaining entries: first establish whether sufficient evidence exists before attempting detailed scoring.

RELEASE SAFEGUARD

These are audit-priority pools, not judgements of programme quality, standing or maturity.

ANNEXURE A

Annexure A - Boundary rules

Terms describing verification or audit maturity refer to the directory's evidence and classification process, not to programme quality, standing or maturity. Directory codes classify programme-visible evidence and formation opportunity; they do not classify practitioners or infer their motives, identity, maturity or effectiveness.

Bounded versus adjacent

A bounded offering operates within OD but develops only a defined component; its limitation is scope. An adjacent offering primarily belongs to another practice domain, though a defensible relationship to OD is present; its limitation is domain identity. I/O, work and organisational psychology are treated as distinct adjacent domains unless OD is evidenced as a substantial connected formation architecture rather than a topic, elective or application area.

Diagnosis, analysis and I/O psychology boundaries

DX-OD is used only where organisational inquiry is directed toward intervention: defining or testing the client-system issue, selecting or scoping an intervention, and examining its consequences. Organisational Analysis may be rigorous and highly relevant, but if its curricular purpose is primarily to understand structures, environments, behaviour or performance for the analyst, it is recorded as OA-ONLY or DX-U rather than credited as OD diagnosis. The directory does not translate the word “analysis” into “diagnosis” without this intervention linkage. IO-ADJ identifies I/O, work or organisational-psychology programmes that reference OD while remaining principally psychology formations.

Social-sector OD versus institutional development

A social-purpose setting does not by itself make a programme institutional-development preparation. Following Padaki and Vaz, the directory distinguishes OD or capacity building focused mainly on one group or organisation (SID-SO) from planned intervention that enriches transorganisational processes and inter-organisational effectiveness in an organisation of organisations (SID-IO). SID-U means the public evidence reached does not permit that distinction.

Learning Need C may contain social, community and institutional-field routes, but an SID-IO tag is used only when inter-organisational purpose, collaborative structures/processes, constituent organisations and field-level effectiveness are evidenced. Social-sector identity alone is insufficient.

Controlled boundary alerts

Individual-centred · Team-bounded · Adoption-centred · Method-bounded · Theory-led · Analysis-only · I/O psychology adjacent · Elective-dependent · Short-format · Field

practice not established · Assessment-limited · Solo-faculty dependence · Founder dependence · Faculty formation unverified ·

Supervision capacity limited · Meaningful choice not established · Client ownership not established · Evaluation without renewal ·

Current status unverified · Translation-dependent · Evidence-limited

Intervention Design and effectiveness

Intervention Design and effectiveness are related but not interchangeable. ID-P, ID-S and ID-I describe what is being changed and how; E-EXT, E-INT and E-TEC describe the intended system consequence; L-I, L-G, L-O and L-IO describe reach. Process does not automatically mean internal effectiveness, structure does not automatically mean technical effectiveness, and external effectiveness is not reducible to strategy. Generic mention of change, design or teamwork does not establish an ID, E or L tag.

Negative controls

Boutique consulting ownership and private incorporation are not exclusions. A self-funded course inside a public or government-funded institution does not inherit legitimacy from the host, nor does its revenue model diminish it. Both must satisfy the same programme-level evidence, Core and faculty conditions.

ANNEXURE B

Annexure B - Coding dictionary

Marker	Meaning
Learning Need / Developmental Move (A-E)	A Explore OD/roles; B Become/deepen OD practice; C Work with social/institutional systems; D Deepen an OD capability; E Build system renewal. Navigation only; not a quality or assurance score.
IB / IB-OD	IB records why a programme entered discovery; codes may combine. It does not state Registry class, Core status, quality, graduate competence or professional identity. IB-OD = explicit OD identity.
IB-LN	Documented OD lineage
IB-SY	Organisation, community or institutional system as substantive intervention object
IB-IQ	Behavioural inquiry, intervention-directed diagnosis, action research or dialogic inquiry. Analysis for understanding alone does not establish IB-IQ.
IB-PA	Participation, voice and meaningful choice
IB-FP	Field practice, practicum, supervision or evaluated intervention
IB-CA	Provider-explicit change-agent/change-leader formation; never inferred merely because OD practitioners exercise change agency.
FFG	Faculty Formation Gate: current accountable formative faculty capacity. Continuity/tenure is descriptive, not a quality or prestige score.
FSC	Faculty scholarly contribution
PFI	Practitioner Formation Intensity: programme-created Use of Self formation opportunity across five research factors. PFI-0 to PFI-4; U insufficient. Not a participant trait score.
PX	Supervised praxis
ACT	Actionability assurance
MIEG	Porras-grounded reach/effectiveness gate. Reach: L-I/L-G/L-O/L-IO. Effectiveness: E-EXT/E-INT/E-TEC. MIEG-U = insufficient evidence.
TX	Language/translation evidence
Evidence / context / source	Regional-register column grammar: evidence reach/status -> confidence -> source checks -> audit-stage wording -> one live official-source link where available.
D0-D3	Public evidence reach: D3 detailed official evidence; D2 direct official programme page with supporting detail; D1 limited official mention; D0 no current direct programme evidence.
D2-R	Direct official programme page reached; depth review pending. The programme may be listed while fuller assurance remains pending; this is an audit-stage marker, not a quality judgement.
P / C / M / F / R / L	Evidence-source checks: P programme; C curriculum; M delivery mode; F faculty; R research/supporting evidence; L lineage/continuity. Letters report evidence reached, not programme merit.
High / Moderate / Low	Evidence confidence: High = sufficient and internally consistent evidence for the checks shown; Moderate = relevant but incomplete/narrower evidence or material uncertainty; Low = absent, sparse, weakly resolved or insufficient evidence. Confidence qualifies evidence reach, not programme quality.
Source display	One live provider-source hyperlink per programme row; no duplicate plain-text source cue. Audit-stage wording is not programme quality.
SID	Social/Institutional Development: SID-SO single-organisation social-sector OD; SID-IO Padaki-Vaz inter-organisational institutional development; SID-U insufficient evidence.
LEVEL	Reach: L-I individual; L-G group/intergroup; L-O organisation; L-IO inter-organisational/institutional field.
ID	Intervention Design: ID-P process; ID-S structure/work system; ID-I integrated process + structure/work system; ID-U insufficient evidence.
EFFECT	Effectiveness: E-EXT external system; E-INT internal system; E-TEC technical/work system. May occur in combination.
DX / OA / IO-ADJ	DX-OD intervention-directed diagnosis; OA-ONLY analysis for understanding without intervention linkage; DX-U purpose unresolved. IO-ADJ marks I/O/work/organisational psychology that references OD without a substantial connected OD formation architecture.

ANNEXURE C

Annexure C - Detailed assurance gates

Learning Need / Developmental Move

Learning Need is not an assurance gate. It is the reader-facing developmental purpose attached to each registry row: A Explore OD and possible roles; B Become/deepen as an OD practitioner; C Work with social/institutional systems; D Deepen an OD-relevant specialist capability; E Build system renewal capability. Assurance judgements remain separate.

Actionability

ACT-3 requires valid and usable information, genuine alternatives, meaningful client-system choice, clarity of ownership and resources, internally held commitment, implementation, evaluation, learning and renewed choice. Implementation, persuasion or adoption alone is ACT-1 rather than Core OD Actionability.

Diagnosis versus organisational analysis

Fuller-course review records DX-OD only when provider-attributable curriculum evidence shows organisational inquiry being used to define or test a client-system issue, frame/select/scope an OD intervention, and connect that intervention to implementation, evaluation or consequences. Organisational Analysis is not downgraded: it serves a different educational purpose. Where analysis develops the learner's understanding of organisations but the curriculum does not connect it to intervention responsibility, record OA-ONLY or DX-U and do not count it as OD diagnosis. This is a purpose-of-use rule rather than a terminology rule; a provider may use another label if the intervention linkage is explicit.

I/O psychology boundary. I/O, work and organisational psychology are established scientist-practitioner fields concerned with behaviour and work systems and may legitimately include organisation development among several application areas. For this directory, an I/O psychology programme is marked IO-ADJ when OD is present but does not compose the programme's connected formation architecture. Core or OD-aligned claims require separate evidence of client-system contracting/inquiry, intervention design, Actionability, consequential practice and the other applicable OD gates; a psychology title or OD module cannot substitute.

Intervention Design

Intervention Design is expressed through ID-P (behavioural/relational process), ID-S (structure/work system), ID-I (deliberate integration of process and structure/work-system), or ID-U where public evidence is insufficient. Process evidence may include participation, communication, feedback, decision making, conflict, group/intergroup processes, culture, collaboration and learning. Structure/work-system evidence may include roles, authority, coordination, information, rewards, jobs, workflow, technology/work design and physical setting.

The Porras tradition provides the controlling causal backbone. Schein clarifies process consultation; Galbraith clarifies organisation design/information processing; Trist and Bamforth clarify sociotechnical work systems; Nadler and Tushman clarify congruence; Burke and Litwin provide a process/content causal bridge. These references sharpen interpretation but do not create compensatory points or permit inference from programme title alone.

MIEG

MIEG is grounded in the Porras planned-change model and is kept analytically distinct from Intervention Design. The directory records intervention reach as L-I individual, L-G group/intergroup, L-O organisation and L-IO inter-organisational/institutional field; naming a level alone does not establish capability. It records effectiveness orientation as E-EXT external system, E-INT internal system and E-TEC technical/work system. The audit asks whether intervention activity is credibly connected to changes in the organisational work setting, individual work behaviour and organisational outcomes, with evaluation and renewal where consequential practice is claimed.

Where Learning Need C or institutional-field capability is claimed, the directory additionally applies Padaki and Vaz: an institution is treated as an organisation of organisations, and institutional development means planned intervention to enrich transorganisational processes and enhance inter-organisational effectiveness. Evidence may include collaborative functions, shared purpose and ownership, facilitative leadership, network/federating structures and field-level outcomes. SID-SO, SID-IO or SID-U records the resulting distinction.

Faculty Formation Gate

At least two named current or prospective faculty must each demonstrate formative OD preparation, real client-system OD practice, practitioner-formation experience and scholarly contribution. They must collectively carry programme design, formative delivery, supervision, feedback, assessment and renewal. Historic faculty or programme reputation cannot compensate.

Where provider-attributable evidence permits, the directory also records or narrates continuity/tenure of substantive formative programme responsibility. This is descriptive evidence of stewardship and succession; duration alone cannot establish FFG compliance, programme quality or faculty merit.

PFI

PFI operationalises practitioner-formation evidence using the five factors emerging from Cheung-Judge and Jamieson's global Use of Self research. The Directory looks for curriculum and supervised-learning opportunities that develop these capabilities; it does not infer them from programme reputation, residential intensity, testimonials or participant personality. Research source

- Using Self in Supporting Dynamic Client Systems
- Continuous Development of Self & Other Awareness
- Attention to Relationship-Centric Values & Behavior
- Self-Management in Emerging Situations
- Experiences of Best Use of Self Impact

ANNEXURE D

Annexure D - Programme-source register

The source register supports traceability. It does not convert public-web visibility into a judgement of programme quality. Where no direct URL is presently embedded, the record says so without inferring absence or weakness.

ID	Programme	Evidence status	Official source
AF-001	University of Pretoria Organisational Development and Transformation Module	D1: Moderate (P)	https://up.ac.za
AF-002	Academy for Organisational Change Higher Certificate in OD and Change	D0: Low (-)	No current direct official URL embedded in the present source record
AF-003	UNISA Postgraduate Diploma in Organisational Development	D2: High (P+C)	https://unisa.ac.za
AF-004	Uganda Management Institute Postgraduate Diploma in	D2: High (P+C)	https://umi.ac.ug
AF-005	University for Business and Integrated Development Studies - Diploma in Organisational Practice and Development	D2-R - direct official programme page; depth audit pending	Official source
AF-006	Civil Society Academy Organisational Development for Civil Society	D1: Moderate (P)	https://civilsocietyacademy.org
AF-007	College for Community and Organization Development Diploma in Community and Organizational Development	D2: High (P+C)	https://ccod.edu.gh
AF-008	College for Community and Organization Development MSc Organization Development	D2: High (P+C)	https://ccod.edu.gh
AF-009	College for Community and Organization Development Postgraduate Diploma in Organisational Development	D2: High (P+C)	https://ccod.edu.gh
AF-010	University of Cape Town Organisational Effectiveness Short Course	D1: Moderate (P)	https://commerce.uct.ac.za
AF-011	OD Institute Ghana - Postgraduate Diploma in Organization Development	D2-R - direct official page; depth audit pending	https://odinstitute.edu.gh/who-we-are/
AF-012	OD Institute Ghana - Master of Arts in Organization Development	D2-R - direct official page; depth audit pending	https://odinstitute.edu.gh/who-we-are/
AF-013	Kabarak University - Master of Science in Organizational Development	D2-R - direct official page; depth audit pending	https://kabarak.ac.ke/programme/ms-of-organizational-development
AF-014	Heritage Christian University - Master of Arts in Organisation Development and Consulting	D2-R - direct official page; depth audit pending	https://hcu.edu.gh/master-of-arts-in-organisation-development-and-consulting/
AF-015	USIU-Africa - MSc in Management and Organizational Development	D2-R - direct official page; depth audit pending	https://www.usiu.ac.ke/programs/master-of-science-in-management-and-organizational-development/

ID	Programme	Evidence status	Official source
AF-016	College for Community and Organization Development - BSc in Community and Organization Development	D2-R - direct official page; depth audit pending	https://ccod.edu.gh/undergraduate/
AF-017	College for Community and Organization Development - MPhil in Organization Development and Entrepreneurship	D2-R - direct official page; depth audit pending	https://ccod.edu.gh/mphil-in-od/
AF-018	Ambo University - MA in Educational Planning, Human Resource and Organizational Development	D2-R - direct official page; depth audit pending	https://ambou.edu.et/edubs/about-educational-planning/
AF-019	Stellenbosch University - MCom in Industrial Psychology	D2-R - direct official page; depth audit pending	https://www.su.ac.za/xh/programmes/postgraduate/master-commerce-industrial-psychology
AF-020	Evangelical Presbyterian University College - BSc Business Administration: Human Resource Management and Organisation Development	D2-R - direct official page; depth audit pending	https://www.epuc.edu.gh/university/index.php/academics/courses-and-programs/item/305-b-sc-business-administration-human-resource-management-and-organisation-development
AF-021	University for Business and Integrated Development Studies - BSc Organizational Practice and Development	D2-R - direct official programme page; depth review pending	Official source
AF-022	University for Business and Integrated Development Studies - MSc Organizational Practice and Development	D2-R - direct official programme page; depth review pending	Official source
AF-023	University for Business and Integrated Development Studies - MPhil Organizational Practice and Development	D2-R - direct official programme page; depth review pending	Official source
AF-024	University for Business and Integrated Development Studies - PhD Organizational Practice and Development	D2-R - direct official programme page; depth review pending	Official source
AF-025	University of Professional Studies, Accra - MSc Leadership and Organisational Development	D2-R - direct official programme page; depth review pending	Official source
AF-026	Kumasi Technical University - MSc Business Administration and Innovation (Management and Organizational Development)	D2-R - direct official programme page; depth review pending	Official source
AF-027	St Paul's University - Master of Development Studies (Organizational Development specialization)	D2-R - direct official programme page; depth review pending	Official source
AM-001	Bizpowers Organization Development Practice Course	D1: Moderate (P)	https://bizpowers.jp
AM-002	Japan Productivity Center First Learning Organization Development	D1: Moderate (P)	https://jpc-net.jp
AM-003	Middle Earth HR Diploma in Organization Development and Coaching	D2: Moderate (P+M)	https://middleearthhr.com
AM-004	National Cheng Kung University Organizational Development and Change Course	D1: Moderate (P)	https://class-qry.acad.ncku.edu.tw
AM-005	National Chengchi University Human Resource and Organizational Development Course	D2: High (P+C)	https://newdoc.nccu.edu.tw
AM-006	National Chung Hsing University Organization Development and Change Course	D2: High (P+C)	https://onepiece.nchu.edu.tw
AM-007	SANNO Managers Introduction to Organization Development	D1: Moderate (P)	https://hj.sanno.ac.jp

ID	Programme	Evidence status	Official source
AM-008	Tunghai University Organization Development Seminar	D1: Moderate (P)	https://national.service.thu.edu.tw
AM-009	Aastha Advanced and Meta Process Laboratories	D0: Low (-)	No current direct official URL embedded in the present source record
AM-010	Aastha Summer Event Human Process Laboratories	D0: Low (-)	No current direct official URL embedded in the present source record
AM-011	Japan Action Learning Association Senior Action Learning Coach	D0: Low (-)	No current direct official URL embedded in the present source record
AM-012	Japan Productivity Center Organization Development Training Japan	D0: Low (-)	No current direct official URL embedded in the present source record
AM-013	Keio MCC Organization Development Theory and Practice	D0: Low (-)	No current direct official URL embedded in the present source record
AM-014	National Sun Yat-sen University Organizational Development II	D1: Moderate (P)	https://selcrs.nsysu.edu.tw
AM-015	Nippon Manpower OD Facilitator Development Programme	D0: Low (-)	No current direct official URL embedded in the present source record
AM-016	Open University Malaysia Master of Human Resource Management with Organization Development pathway	D2: Moderate (P+M)	https://oum.edu.my
AM-017	Universiti Kebangsaan Malaysia MA Industrial and Organizational Psychology	D1: Moderate (P)	https://ukm.my
AM-018	ISABS Organisation Development Certification Programme	D2: High (P+C+L)	https://isabs.org
AM-019	ISABS Professional Development Programme	D0: Low (-)	No current direct official URL embedded in the present source record
AM-020	ISODC China Advanced OD Consultant Certification (AODCC)	D0: Low (-)	No current direct official URL embedded in the present source record
AM-021	ODCF Japan OD Professional Programme	D0: Low (-)	No current direct official URL embedded in the present source record
AM-022	People First Organization Development Certification Programme	D1: Moderate (P)	https://peoplefirst.co.in
AM-023	SMU Academy Advanced Certificate in Organisation Development	D2: High (P+C)	https://academy.smu.edu.sg
AM-024	Singapore Civil Service College Graduate Certificate in Organisation	D1: Moderate (P)	https://csc.gov.sg
AM-025	Singapore Civil Service College OD Practitioner Foundational	D2: High (P+C)	https://csc.gov.sg
AM-026	TISS Executive Postgraduate Diploma in Organisation Development, Change and Leadership	D2: High (P+C)	https://admissions.tiss.ac.in
AM-027	TISS MA Organisation Development, Change and Leadership	D1: Moderate (P)	https://admissions.tiss.ac.in

ID	Programme	Evidence status	Official source
AM-028	Singapore University of Social Sciences Community Leadership and	D2: High (P+C)	https://suss.edu.sg
AM-029	TISS Participatory Training Methodology for Social Development	D1: Moderate (P)	https://tiss.edu
AM-030	Group Relations India Residential Group Relations Conference India · English / Indian multilingual context · Mode IP: residential	D0: Low (-)	No current direct official URL embedded in the present source record
AM-031	ISABS BLHP-ALHP T-group Development Pathway	D0: Low (-)	No current direct official URL embedded in the present source record
AM-032	ODCF Japan Team Facilitation Programme	D0: Low (-)	No current direct official URL embedded in the present source record
AM-033	Sumedhas Internship in Process Work	D0: Low (-)	No current direct official URL embedded in the present source record
AM-034	Japan Management Association Learning Organization and Systems	D0: Low (-)	No current direct official URL embedded in the present source record
AM-035	OD Alternatives - Organisation Development Certification Programme	D2-R - direct official page; depth audit pending	https://www.odcertification.com/
AM-036	Assumption University - Master of Management in Organization Development	D2-R - direct official page; depth audit pending	https://www.grad.au.edu/mm-od
AM-037	Assumption University - PhD in Organization Development	D2-R - direct official page; depth audit pending	https://www.grad.au.edu/phd-od
AM-038	SAIDI Graduate School of Organization Development - MA in Organization Development and Planning	D2-R - direct official page; depth audit pending	https://saidi.edu.ph/acadprograms.php
AM-039	SAIDI Graduate School of Organization Development - MA in Organization Development - Microfinance	D2-R - direct official page; depth audit pending	https://saidi.edu.ph/acadprograms.php
AM-040	SAIDI Graduate School of Organization Development - PhD in Organization Development and Planning	D2-R - direct official page; depth audit pending	https://saidi.edu.ph/acadprograms.php
AM-041	Cebu Doctors University - PhD in Organization Development	D2-R - direct official page; depth audit pending	https://cdu.edu.ph/academic-programs/graduate-programs/
AM-042	Cebu Doctors University - PhD in Organization Development - School Administration	D2-R - direct official page; depth audit pending	https://cdu.edu.ph/academic-programs/graduate-programs/
AM-043	Nueva Vizcaya State University - PhD in Organization Development and Planning	D2-R - direct official page; depth audit pending	https://nvsu.edu.ph/academics/bambang/cas
AM-044	Rikkyo University - Leadership Development Course (リーダーシップ開発コース)	D2-R - direct official page; depth audit pending	https://ldc.rikkyo.ac.jp/
AM-045	Tel Aviv University - MSc in Organizational Consulting	D2-R - direct official page; depth audit pending	https://en-coller.tau.ac.il/employers-benefits
AM-046	Bar-Ilan University - MA in Organizational Consulting	D2-R - direct official page; depth audit pending	https://sociology.biu.ac.il/en/node/262

ID	Programme	Evidence status	Official source
AM-047	Peres Academic Center - MA in Organizational Consulting and Development	D2-R - direct official page; depth audit pending	https://www.pac.ac.il/en/contact_us/
AM-048	Ono Academic College - MBA specialization in Organizational Behavior and Consulting	D2-R - direct official page; depth audit pending	https://www.ono.ac.il/eng/curriculum/masters-degree-in-business-administration-mba-in-various-specializations/
AM-049	Indian Institute of Management Ahmedabad - Leadership and Change Management Programme	D2-R - direct official page; depth audit pending	https://exed.iima.ac.in/leadership-change-management-programme
AM-050	Indian Institute of Management Ahmedabad - Managing the Self in Organizations	D2-R - direct official page; depth audit pending	https://exed.iima.ac.in/personal-transformation-organisations-programme
AM-051	Indian Institute of Management Ahmedabad - Public Policy Leadership and Strategy Programme	D2-R - direct official page; depth audit pending	https://exed.iima.ac.in/public-policy-leadership-strategy-executive-programme
AM-052	De La Salle-College of Saint Benilde - Master in Human Resource Management	D2-R - direct official page; depth audit pending	https://www.benilde.edu.ph/programs/graduate-programs/master-in-human-resource-management/
AM-053	University of Santo Tomas - Bachelor of Arts in Behavioral Science	D2-R - direct official page; depth audit pending	https://www.ust.edu.ph/academics/programs/bachelor-of-arts-in-behavioral-science/
AM-054	Indian Institute of Management Calcutta - Executive Programme in Human Resource Management	D2-R - direct official page; depth audit pending	https://www.iimcal.ac.in/ldp/executive-programme-human-resources-management-ephrm
AM-055	Academy of Human Resource Development - Fellow Program in HRD & OD	D2-R - direct official programme page; depth review pending	Official source
AM-056	Institute of Rural Management Anand - Post Graduate Diploma in Management (Rural Management)	D2-R - direct official programme page; Learning Need C audit pending	Official source
AM-057	Bangladesh Institute of Management - Post-Graduate Diploma in Human Resource Management	D2-R - direct official programme page; depth review pending	Official source
AM-058	University of Doha for Science and Technology - MSc Human Resource Management	D2-R - direct official programme page; depth review pending	Official source
EU-001	Nyenrode Change Management and Organizational Development Module	D1: Moderate (P)	https://nyenrode.nl
EU-002	FHNW DAS Integrative-Systemic Consulting: Coaching, Team Coaching and Organisational Development	D1: Moderate (P)	https://fhnw.ch
EU-003	FHNW MAS Change and Organisational Dynamics	D2: High (P+C)	https://fhnw.ch
EU-004	Metaplan Executive Program for Organizational Leadership	D0: Low (-)	No current direct official URL embedded in the present source record
EU-005	OEGGO Group Dynamics and Organisational Consulting Training	D0: Low (-)	No current direct official URL embedded in the present source record
EU-006	Radboud University Psychology of Organisational Change	D1: Moderate (P)	https://ru.nl
EU-007	Rennes School of Business - Design et changement organisationnel strategique	D2: High (P+C)	https://rennes-sb.fr

ID	Programme	Evidence status	Official source
EU-008	Rennes School of Business - Leadership strategique, design organisationnel et IA	D2: High (P+C)	https://rennes-sb.fr
EU-009	Rotterdam School of Management MSc People, Organisations and Change	D0: Low (-)	No current direct official URL embedded in the present source record
EU-010	Sioo Advanced Consulting and Change	D2: High (P+C)	https://sioo.nl
EU-011	Trigon OE Professionell	D0: Low (-)	No current direct official URL embedded in the present source record
EU-012	Universidade Catolica Portuguesa Pos-Graduacao Desenvolvimento Organizacional e Capacitacao de Equipas e Pessoas	D1: Moderate (P)	https://ucp.pt
EU-013	artop Systemische Organisationsberatung	D0: Low (-)	No current direct official URL embedded in the present source record
EU-014	isb Systemische Organisationsentwicklung and Change Compact	D0: Low (-)	No current direct official URL embedded in the present source record
EU-015	isb Systemische Organisationsentwicklung, Change & Transformation I-II	D0: Low (-)	No current direct official URL embedded in the present source record
EU-016	Copenhagen Business School Master of Management Development	D0: Low (-)	No current direct official URL embedded in the present source record
EU-017	Frankfurt School Organisational Development Certificate Course	D1: Moderate (P)	https://frankfurt-school.de
EU-018	HWZ CAS Systemic Organisational Development	D1: Moderate (P)	https://fh-hwz.ch
EU-019	INSEAD Executive Master in Change	D0: Low (-)	No current direct official URL embedded in the present source record
EU-020	Kalaidos CAS Organisational Development and Consulting	D1: Moderate (P)	https://kalaidos-fh.ch
EU-021	NEOMA Business School - MSc Strategy, Organisation and Consulting	D2: High (P+C)	https://neoma-bs.fr
EU-022	RPTU MA Systemic Consulting	D2: High (P+C)	https://fernstudium.rptu.de
EU-023	SGO CAS Organisational Development	D1: Moderate (P)	https://sgo.ch
EU-024	Trigon CAS Organisationsentwicklung	D0: Low (-)	No current direct official URL embedded in the present source record
EU-025	University of Barcelona Master Advanced Leadership and Group Dynamics	D0: Low (-)	No current direct official URL embedded in the present source record
EU-026	Utrecht University Executive Master Organisation, Culture and Management	D2: High (P+C)	https://uu.nl

ID	Programme	Evidence status	Official source
EU-027	iaelyon School of Management - Master Management, Conseil et Changement (MC2)	D2: High (P+C)	https://iae.univ-lyon3.fr
EU-028	European Organisation Design Forum Masterclass	D0: Low (-)	No current direct official URL embedded in the present source record
EU-029	ISEOR - Socio-Economic Management and Change programme	D1: Moderate (P)	https://iseor-formations.com
EU-030	Il Nodo Group Relations Conference	D0: Low (-)	No current direct official URL embedded in the present source record
EU-031	PHSG CAS Organisational Consulting and Leadership Coaching	D1: Moderate (P)	https://phsg.ch
EU-032	University of Kassel Master Coaching, Organisationsberatung and Supervision	D0: Low (-)	No current direct official URL embedded in the present source record
EU-033	ZHAW MAS Coaching and Organisationsberatung	D0: Low (-)	No current direct official URL embedded in the present source record
EU-034	Jonkoping University MSc Leading Change, Organisations and People	D2: High (P+C)	https://mmtc.se
EU-035	Paris Dauphine Executive Master Coaching et Transformation des Organisations Publiques	D0: Low (-)	No current direct official URL embedded in the present source record
EU-036	Sioo Executive Change Management	D0: Low (-)	No current direct official URL embedded in the present source record
EU-037	The Hague University Post-HBO Consulting and Change Management	D1: Moderate (P)	https://dehaagsehogeschool.nl
EU-038	Trigon OE-Werkstatt / Landkarten der Transformation	D0: Low (-)	No current direct official URL embedded in the present source record
EU-039	University of Antwerp Advanced Master People and Change Management	D0: Low (-)	No current direct official URL embedded in the present source record
EU-040	Vrije Universiteit Amsterdam MSc Change Management	D0: Low (-)	No current direct official URL embedded in the present source record
EU-041	ZHAW CAS Change Management, Organisational Consulting and Development	D2: High (P+C)	https://zhaw.ch
EU-042	Scherer Leadership Center - Leading Change: Checklist for Success	D2-R - direct official page; depth audit pending	https://scherercenter.com/leading-change/
EU-043	Scherer Leadership Center - The OD Academy	D2-R - direct official page; depth audit pending	https://scherercenter.com/the-od-academy/
EU-044	IÉSEG School of Management - Executive Mastère Spécialisé Direction de la Transformation et du Développement Humain	D2-R - direct official page; depth audit pending	https://www.ieseg.fr/programmes/mastere-specialise/executive-mastere-specialise-direction-transformation-developpement-humain/programme/

ID	Programme	Evidence status	Official source
EU-045	Université de Strasbourg - Conduite de projet et du changement	D2-R - direct official page; depth audit pending	https://formations.unistra.fr/fr/formations/master-MAS/master-administration-publique-ME32/management-de-la-performance-publique-fi-LGJOQZ9B/ue-4-1-management-LGJPRPKF/conduite-de-projet-et-du-changement-EN3108.html
EU-046	FUNIBER Portugal - Mestrado em Consultoria e Desenvolvimento Organizacional	D2-R - direct official page; depth audit pending	https://www.funiber.pt/master-em-consultoria-e-desenvolvimento-organizacional
EU-047	University of Coimbra - Mestrado em Psicologia do Trabalho, das Organizações e dos Recursos Humanos	D2-R - direct official page; depth audit pending	https://apps.uc.pt/courses/PT/programme/2921/2010-2011
EU-048	Universidade Europeia - Pós-Graduação em Liderança e Desenvolvimento Pessoal	D2-R - direct official page; depth audit pending	https://www.europeia.pt/pos-graduacao-lideranca-desenvolvimento-pessoal/
EU-049	Instituto Politécnico de Tomar - Pós-Graduação em Inovação, Transformação e Desenvolvimento Organizacional	D2-R - direct official page; depth audit pending	https://portal2.ipt.pt/pt/cursos/pos-graduacoes/pg-_itdo/20372/
EU-050	Lucerne University of Applied Sciences and Arts - Fachseminar Organisationsentwicklung - zukunftsorientierte Gestaltung	D2-R - direct official page; depth audit pending	https://www.hslu.ch/en/lucerne-school-of-social-work/weiterbildung/studienprogramm/fachseminare/organisationsentwicklung-zukunftsorientierte-gestaltung/
EU-051	Lucerne University of Applied Sciences and Arts - CAS Organisation und Kultur entwickeln	D2-R - direct official page; depth audit pending	https://www.hslu.ch/de-ch/soziale-arbeit/weiterbildung/studienprogramm/cas/organisation-und-kultur-entwickeln
EU-052	Witten/Herdecke University - Transformationsmanagement und systemische Organisationsentwicklung	D2-R - direct official page; depth audit pending	https://www.uni-wh.de/studium/weiterbildung/transformationsmanagement-und-systemische-organisationsentwicklung
EU-053	SRH Fernhochschule - Hochschulzertifikat Organisationsentwicklung & New Work	D2-R - direct official programme page; depth review pending	Official source
EU-054	Johannes Gutenberg University Mainz - CAS Organisationsentwicklung: Systemisch und Agil	D2-R - direct official programme page; depth review pending	Official source
EU-055	University of Koblenz - Certificate Organisationsgestaltung	D2-R - direct official programme page; depth review pending	Official source
EU-056	Hochschule der Medien Stuttgart - Change Management und Organisationsentwicklung	D2-R - direct official 2026-27 module page; depth review pending	Official source
LA-001	CUN Especializacion en Desarrollo Organizacional y Gestion del Talento Humano	D2: High (P+C)	https://cun.edu.co
LA-002	Pontificia Universidad Catolica de Chile Diplomado en Gestion de Personas con mencion en Desarrollo	D2: High (P+C)	https://educacioncontinua.uc.cl
LA-003	Pontificia Universidad Javeriana Cali Especializacion en Procesos Humanos y Desarrollo Organizacional	D2: High (P+C)	https://javerianacali.edu.co
LA-004	Universidad Simon Bolivar Especializacion en Desarrollo Humano y Organizacional	D2: High (P+C)	https://unisimon.edu.co

ID	Programme	Evidence status	Official source
LA-005	Universidad del Norte Especializacion en Desarrollo Organizacional y Procesos Humanos	D2: High (P+C)	https://uninorte.edu.co
LA-006	Universidad del Tolima Especializacion en Gerencia del Talento Humano y Desarrollo Organizacional	D1: Moderate (P)	https://facultadcienciaseconomicas.ut.edu.co
LA-007	Mackenzie MBA Gestao de Pessoas e Desenvolvimento Organizacional	D1: Moderate (P)	https://mackenzie.br
LA-008	SENAC Pos-Graduacao Gestao de Pessoas: Humanizacao e Desenvolvimento Organizacional	D2: Moderate (P+M)	https://ead.senac.br
LA-009	Universidad Catolica San Pablo Desarrollo Organizacional with Talent Management, KPIs and OKRs	D2: High (P+C+M)	https://postgrado.ucsp.edu.pe
LA-010	Universidad Catolica San Pablo Desarrollo Organizacional y Gestion Estrategica del Talento	D2: High (P+C+M)	https://postgrado.ucsp.edu.pe
LA-011	Unyleya MBA Executivo em Gestao da Mudanca Organizacional	D2: Moderate (P+M)	https://unyleya.edu.br
LA-012	CENTRUM PUCP Diploma Desarrollo Organizacional y Gestion del Cambio	D0: Low (-)	No current direct official URL embedded in the present source record
LA-013	Institucion Universitaria de Envigado Especializacion en Desarrollo Organizacional	D2: High (P+C)	https://iue.edu.co
LA-014	Instituto Federal de Alagoas Especializacao em Desenvolvimento Organizacional	D2: High (P+C)	https://www2.ifal.edu.br
LA-015	Pontificia Universidad Catolica de	D2: High (P+C)	https://educacioncontinua.uc.cl
LA-016	Santo Tomas Diplomado en Desarrollo Organizacional	D2: High (P+C)	https://educacioncontinua.santotomas.cl
LA-017	UDEM Maestria en Desarrollo Organizacional	D0: Low (-)	No current direct official URL embedded in the present source record
LA-018	UNAD Especializacion en Alta Gerencia y Desarrollo Organizacional	D2: High (P+C+M)	https://estudios.unad.edu.co
LA-019	Unifatecie Especializacao em Gestao de Conflitos e Desenvolvimento Organizacional	D2: Moderate (P+M)	https://unifatecie.edu.br
LA-020	Universidad Andres Bello Diplomado en Desarrollo Organizacional	D2: High (P+C)	https://postgrado.unab.cl
LA-021	Universidad Continental Doctorado en Gestion de Recursos Humanos y Desarrollo Organizacional	D2: High (P+C)	https://mktposgrado.ucontinental.edu.pe
LA-022	Universidad de Chile Diploma Cambio e Innovacion Organizacional	D0: Low (-)	No current direct official URL embedded in the present source record
LA-023	Universidad de Chile Diplomado en Desarrollo Organizacional for University Personnel	D1: Moderate (P)	https://portaluchile.uchile.cl
LA-024	Caribbean Group Relations Conference	D0: Low (-)	No current direct official URL embedded in the present source record

ID	Programme	Evidence status	Official source
LA-025	Universidad de Chile Diploma Coaching y Cambio Organizacional	D0: Low (-)	No current direct official URL embedded in the present source record
LA-026	Universidad Externado de Colombia - Maestría en Gestión Humana y Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://www.uexternado.edu.co/programa/administracion-de-empresas/maestria-gestion-humana-desarrollo-organizacional/
LA-027	Universidad Externado de Colombia - Especialización en Gestión del Desarrollo y Cambio Organizacional	D2-R - direct official page; depth audit pending	https://www.uexternado.edu.co/programa/administracion-de-empresas/especializacion-gestion-del-desarrollo-cambio-organizacional/
LA-028	Universidad EAFIT - Maestría en Desarrollo Humano Organizacional	D2-R - direct official page; depth audit pending	https://www.eafit.edu.co/posgrados/escuela-administracion/maestria-desarrollo-humano-organizacional
LA-029	Universidad Latinoamericana - Maestría en Desarrollo Organizacional y Talento Humano	D2-R - direct official page; depth audit pending	https://ula.edu.mx/oferta-academica/maestria-desarrollo-organizacional-talento-humano
LA-030	UTEG - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://www.uteg.edu.mx/oferta-educativa/maestria-desarrollo-organizacional
LA-031	Universidad De La Salle Bajío - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://www.lasallebajio.edu.mx/oferta/oferta5.php?n=6&p=20
LA-032	Universidad Panamericana - Maestría en Desarrollo Estratégico Organizacional	D2-R - direct official page; depth audit pending	https://posgradosgdl.up.edu.mx/maestria-en-desarrollo-estrategico-organizacional/
LA-033	Universidad Tamaulipeca - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://universidadtamaulipeca.edu.mx/maestria-en-desarrollo-organizacional/
LA-034	Universidad Monter - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://unimonter.edu.mx/oferta-educativa/maestria-en-desarrollo-organizacional/
LA-035	Universidad del Norte - Maestría en Desarrollo Organizacional y Procesos Humanos	D2-R - direct official page; depth audit pending	https://www.uninorte.edu.co/web/maestria-en-desarrollo-organizacional-y-procesos-humanos
LA-036	Universidad de Tijuana - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://udetijuana.edu.mx/desarrollo-organizacional/
LA-037	CPEM - Maestría en Desarrollo Organizacional	D2-R - direct official page; depth audit pending	https://www.cpem.edu.mx/maestria-en-desarrollo-organizacional/
LA-038	Universidad de Belgrano - Maestría en Análisis y Gestión Organizacional	D2-R - direct official programme page; depth review pending	Official source
LA-039	Universidad Tecnológica Nacional - Experto Universitario en Desarrollo y Mejora de la Cultura Organizacional	D2-R - direct official e-learning programme page; depth review pending	Official source
LA-040	Universidad Austral - Maestría en Desarrollo de Organizaciones Centradas en las Personas	D2-R - direct official programme page; depth review pending	Official source
LA-041	Universidad del Salvador - Maestría en Coaching y Cambio Organizacional	D2-R - direct official 2026 programme page; depth review pending	Official source
NA-001	Penn State World Campus - OD and Change Essentials Graduate Certificate	D3: High (P+C+M)	https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-organization-development-and-change-essentials-graduate-certificate

ID	Programme	Evidence status	Official source
NA-002	George Washington University MA Organizational Leadership and Learning	D2: High (P+C)	https://gsehd.gwu.edu
NA-003	NTL Human Interaction Laboratory Global / US · English / local context · Mode MX: in-person and virtual	D3: High (P+C+M)	https://www.ntl.org/human-interaction-laboratory/
NA-004	University of Georgia MEd Learning, Leadership and Organization Development	D2: High (P+C)	https://online.uga.edu
NA-005	University of Louisville MS Human Resources and Organization Development	D0: Low (-)	No current direct official URL embedded in the present source record
NA-006	BGSU Doctorate in Organization Development and Change	D3: High (P+C+F)	https://www.bgsu.edu/academics/graduate/organization-development-and-change-doctorate.html
NA-007	BGSU Master of Organization Development and Change	D3: High (P+C+F)	https://www.bgsu.edu/academics/graduate/executive-master-of-organization-development.html
NA-008	Benedictine University PhD in Organization Development	D3: High (P+C+M)	https://ben.edu/degree_programs/goodwin-college-of-business-doctoral-program/
NA-009	Case Western Master of Leadership and Organizational Change (MPOD lineage)	D3: High (P+C+F)	https://case.edu/weatherhead/academics/specialty-masters-programs/master-leadership-and-organizational-change
NA-010	Colorado State PhD Organizational Learning, Performance and Change	D3: High (P+C+M+F)	https://online.colostate.edu/degrees/olpc-phd/
NA-011	East Texas A&M University Organization Development Graduate Certificate	D1: Moderate (P)	https://etamu.edu
NA-012	Fielding MA in Organization Development and Leadership	D2: High (P+C)	https://www.fielding.edu/school-of-leadership-studies/ma-in-organization-development-and-leadership/
NA-013	Fielding PhD in Organizational Development and Change	D0: Low (-)	No current direct official URL embedded in the present source record
NA-014	George Mason University MS Organization Development and Knowledge Management	D2: High (P+C)	https://catalog.gmu.edu
NA-015	Georgetown Certificate in OD Consulting and Change Leadership	D3: High (P+C+M)	https://scs.georgetown.edu/programs/523/online/organization-development-consulting-change-leadership/
NA-016	HEC Montreal - Certificate in Organizational Development	D2: High (P+C)	https://hec.ca
NA-017	HEC Montreal - DESS Management, Organizational Development	D2: High (P+C)	https://hec.ca
NA-018	HEC Montreal - MSc in Management, Organizational Development	D2: High (P+C)	https://hec.ca
NA-019	Institute of Organization Development OD Certification Programme	D2: Moderate (P+C)	https://www.instituteod.com/
NA-020	Institute of Organization Development OD Consultant Certification	D2: Moderate (P+L)	https://instituteod.com

ID	Programme	Evidence status	Official source
NA-021	Institute of Organization Development OD Process Professional Certification	D2: Moderate (P+L)	https://instituteod.com
NA-022	Leadership Institute of Seattle - MS Leadership, Management and Organization Development	D3: High (P+C+M+F)	https://lios.org/masters-program/
NA-023	NTL Global Organisation Development Certificate	D3: High (P+C+M)	https://www.ntl.org/ntl-od-certificate-program/
NA-024	Penn State World Campus - MPS Organization Development and Change	D3: High (P+C+M)	https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-organization-development-and-change-masters-degree
NA-025	Penn State World Campus - OD and Change Consulting Skills Graduate Certificate	D3: High (P+C+M)	https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-organization-development-and-change-consulting-skills-graduate-certificate
NA-026	Pepperdine Master of Science in Organization Development	D3: High (P+C+F+R)	https://bschool.pepperdine.edu
NA-027	Roosevelt University MA Organization Development	D2: High (P+C)	https://roosevelt.edu
NA-028	Saint Joseph's University - MS Organization Development and Leadership	D2: High (P+C+M)	https://sju.edu
NA-029	Saint Joseph's University Organizational Development and Change Certificate	D1: Moderate (P)	https://sju.edu
NA-030	Schulich Executive Education Masters Certificate in Organization Development and Change	D1: Moderate (P)	https://execed.schulich.yorku.ca
NA-031	UT Dallas MS Leadership and Organizational Development	D3: High (P+C+M)	https://obcc.utdallas.edu/ms-leadership-and-organizational-development/
NA-032	University of Georgia EdD Learning, Leadership and Organization Development	D0: Low (-)	No current direct official URL embedded in the present source record
NA-033	University of Georgia PhD Learning, Leadership and Organization Development	D2: High (P+C)	https://grad.uga.edu/degree/phd-learning-leadership-and-organization-development/
NA-034	University of Minnesota Organization Development Certificate	D1: Moderate (P)	https://ccaps.umn.edu
NA-035	University of the Incarnate Word - MS Organizational Development and Leadership	D2: High (P+C)	https://sps.uiw.edu
NA-036	Washington University Certificate in Leadership and Organizational Development	D1: Moderate (P)	https://caps.wustl.edu
NA-037	A. K. Rice Institute Group Relations Conference	D2: High (P+C+M)	https://www.akriceinstitute.org/
NA-038	Case Western Change Management and Appreciative Inquiry Certificate	D2: High (P+C)	https://execed.case.edu/public/category/courseCategoryCertificateProfile.do?certificateId=3521814&certificateName=Change+Management+a+nd+Appreciative+Inquiry+Certificate&method=load

ID	Programme	Evidence status	Official source
NA-039	Champlain College Certified Appreciative Inquiry Practitioner	D0: Low (-)	No current direct official URL embedded in the present source record
NA-040	Fairleigh Dickinson University Non- Profit Organizational Development Graduate Certificate	D2: High (P+C)	https://fdu.edu
NA-041	Gestalt Center for Organization & Systems Development - OSD Training Program	D3: High (P+C+F+R+L)	https://gestaltosd.org
NA-042	Gestalt Institute of Cleveland GILD	D0: Low (-)	No current direct official URL embedded in the present source record
NA-043	Gestalt Institute of Cleveland Working with Teams and Groups	D2: High (P+C+M)	https://www.gestaltcleveland.org/organizational-development-professionals
NA-044	Gestalt International Study Center - Cape Cod Training Program	D3: High (P+C+M+F+R)	https://gisc.org
NA-045	Human Systems Dynamics Professional Certification	D0: Low (-)	No current direct official URL embedded in the present source record
NA-046	Organization Design Forum Certified Organization Design Professional	D0: Low (-)	No current direct official URL embedded in the present source record
NA-047	Penn Master of Science in Organizational Dynamics	D0: Low (-)	No current direct official URL embedded in the present source record
NA-048	Royal Roads Graduate Certificate in Organization Design and Development	D0: Low (-)	No current direct official URL embedded in the present source record
NA-049	Sacred Heart University - PhD Organization Development, Change and Effectiveness	D2: High (P+C+M)	https://sacredheart.edu
NA-050	USC Center for Effective Organizations - Strategic Organization Design Certificate	D2: Moderate (P+F+R)	https://ceo.usc.edu
NA-051	Columbia Executive Master's in Change Leadership	D0: Low (-)	No current direct official URL embedded in the present source record
NA-052	University of St Thomas Graduate Certificate Transformational Change and OD	D0: Low (-)	No current direct official URL embedded in the present source record
NA-053	Sacred Heart University - MS in Organizational Development and Psychology	D2-R - direct official page; depth audit pending	https://www.sacredheart.edu/majors--programs/organizational-development-and-psychology---ms/
NA-054	University of Oklahoma - Master of Human Relations	D2-R - direct official page; depth audit pending	https://www.ou.edu/cas/humanrelations/academics/graduate/master-of-human-relations.html
NA-055	Northern Arizona University - MEd in Human Relations	D2-R - direct official page; depth audit pending	https://in.nau.edu/departments-educational-psychology/human-relations-master-of-education/
NA-056	Colorado State University Global - MS in Leadership and Organizational Development	D2-R - direct official page; depth audit pending	https://csuglobal.edu/academic-programs/graduate-degrees/masters-degree-leadership-and-organizational-development

ID	Programme	Evidence status	Official source
NA-057	Penn State World Campus - Organization Development and Change Analytics Graduate Certificate	D2-R - direct official page; depth audit pending	https://bulletins.psu.edu/graduate/programs/certificates/organization-development-change-analytics-graduate-credit-certificate-program/
NA-058	Penn State World Campus - Organization Development and Change in Occupational Safety and Health Graduate Certificate	D2-R - direct official page; depth audit pending	https://bulletins.psu.edu/graduate/programs/certificates/organization-development-change-occupational-safety-health-graduate-credit-certificate-program/
NA-059	University of Toronto OISE - MEd in Adult Education and Community Development	D2-R - direct official page; depth audit pending	https://www.oise.utoronto.ca/lhae/masters-degrees/master-education-adult-education-community-development
NA-060	University of Toronto OISE - MA in Adult Education and Community Development	D2-R - direct official page; depth audit pending	https://www.oise.utoronto.ca/programs/program-finder/ma-adult-education-community-development
NA-061	Université Laval - MSc in Development of People and Organizations	D2-R - direct official page; depth audit pending	https://www.fsa.ulaval.ca/en/program/M-SAD_DPO/
NA-062	Queen's University Industrial Relations Centre - Organizational Foundations	D2-R - direct official page; depth audit pending	https://irc.queensu.ca/learning/programs/organizational-foundations/
NA-063	McGill University Organizational Development - Leadership Development Program	D2-R - direct official page; depth audit pending	https://www.mcgill.ca/od/programs/leadership-development-program-ldp
NA-064	Concordia University - MA in Human Systems Intervention	D2-R - direct official page; depth audit pending	https://www.concordia.ca/academics/graduate/human-systems-intervention.html
NA-065	Mount St. Mary's University - Online Organizational Development Certificate	D2-R - direct official programme page; depth review pending	Official source
NA-066	Saint Louis University - Organizational Development Post-Baccalaureate Certificate	D2-R - direct official online programme page; depth review pending	Official source
NA-067	Boise State University - Online Organizational Development Graduate Certificate	D2-R - direct official programme page; depth review pending	Official source
NA-068	Arkansas Tech University - Organizational Development and Learning Graduate Certificate	D2-R - direct official graduate-catalog page; depth review pending	Official source
OC-001	University of Auckland Master of Organisational Psychology	D2: High (P+C)	https://auckland.ac.nz
OC-002	University of Canterbury Master of Organisational Psychology	D2: High (P+C)	https://canterbury.ac.nz
OC-003	Australian College Diploma of Business (Organisational Development)	D2: High (P+C+M)	https://australiancollege.edu.au
OC-004	Monarch Institute Diploma of Business (Organisational Development)	D2: High (P+C+M)	https://monarch.edu.au
OC-005	Otago Polytechnic Postgraduate Diploma in Applied Management - Developing Effective Organisations	D1: Moderate (P)	https://op.ac.nz
OC-006	UNSW Graduate Certificate in Leadership and Organisational Development	D2: High (P+C+M)	https://studyonline.unsw.edu.au

ID	Programme	Evidence status	Official source
OC-007	Group Relations Australia Extended Conference Pathway	D0: Low (-)	No current direct official URL embedded in the present source record
OC-008	NIODA Master of Leadership and Management (Organisation Dynamics)	D0: Low (-)	No current direct official URL embedded in the present source record
OC-009	Macquarie University - Master of Organisational Psychology	D2-R - direct official page; depth audit pending	https://www.mq.edu.au/study/find-a-course/courses/master-of-organisational-psychology
OC-010	University of Queensland - Master of Organisational Psychology	D2-R - direct official page; depth audit pending	https://study.uq.edu.au/study-options/programs/master-organisational-psychology-5199
OC-011	University of Queensland - Master of Business Psychology	D2-R - direct official page; depth audit pending	https://study.uq.edu.au/study-options/programs/master-business-psychology-5779
OC-012	Australian Institute of Management - Graduate Certificate in Change Management	D2-R - direct official page; depth audit pending	https://www.aim.com.au/leadership-strategy/courses/microcredential-in-managing-organisational-change
OC-013	Deakin University - Organisational Development and Change	D2-R - direct official page; depth audit pending	https://www.deakin.edu.au/courses/unit?unit=MMH707
OC-014	Australian HR Institute - Organisational Design	D2-R - direct official 2026 short-course page; depth review pending	Official source
OC-015	Human Resources New Zealand - Organisational Development Essentials	D2-R - direct official 2026 professional-development page; depth review pending	Official source
OC-016	Massey University - Designing and Developing Organisations (152325)	D2-R - current official course record; no present offering; resumability review pending	Official source
OC-017	University of Waikato - EDLED502 Educational Leadership: Organisational Change and Development	D2-R - direct official 2026 paper page; depth review pending	Official source
UK-001	Henley Business School - Leading Change and Organisational Development Masterclass	D2: High (P+C)	https://henley.ac.uk
UK-002	Roffey Park Institute - Organisational Development Practitioners Programme United Kingdom / international online access · English · Mode ON:	D3: High (P+C+M+F+R+L)	https://roffeypark.com
UK-003	University of Manchester MSc Organisational Change and Development	D2: High (P+C)	https://manchester.ac.uk
UK-004	Mayvin MA People and Organisation Development	D0: Low (-)	No current direct official URL embedded in the present source record
UK-005	NHS Elect Organisational Development Practitioner Programme	D2: High (P+C)	https://nhselect.nhs.uk
UK-006	Open University Management of Change: Organisation Development and Design Microcredential	D2: High (P+C+M)	https://open.ac.uk
UK-007	Roffey Park MSc People and Organisational Development	D3: High (P+C+F+R)	https://roffeypark.ac.uk
UK-008	The King's Fund Advanced Organisational Development Practitioner Programme	D2: High (P+C)	https://kingsfund.org.uk

ID	Programme	Evidence status	Official source
UK-009	Hult Ashridge Executive Coaching Qualification Pathway	D0: Low (-)	No current direct official URL embedded in the present source record
UK-010	Institute for Equity MBA Leadership for Equity, Inclusion and Organisational Development	D1: Moderate (P)	https://instituteforequity.ac.uk
UK-011	Tavistock Building Practice as an Organisational Consultant (CPD92)	D0: Low (-)	No current direct official URL embedded in the present source record
UK-012	Tavistock Certificate in Supervision for Coaching and Consultancy	D0: Low (-)	No current direct official URL embedded in the present source record
UK-013	Tavistock Certificate in Team Coaching Advanced Programme	D0: Low (-)	No current direct official URL embedded in the present source record
UK-014	Tavistock Leicester Conference	D0: Low (-)	No current direct official URL embedded in the present source record
UK-015	Tavistock Postgraduate Diploma in Organisational Supervision	D0: Low (-)	No current direct official URL embedded in the present source record
UK-016	Tavistock Practitioner Certificate in Consulting and Change (P3C)	D3: High (P+C+F+R)	https://tavistockconsulting.co.uk
UK-017	HEC Paris-Oxford Executive MSc in Change Leadership	D0: Low (-)	No current direct official URL embedded in the present source record
UK-018	Irish Management Institute Professional Diploma in Leading Change and Transformation	D2: High (P+C)	https://imi.ie
UK-019	UCD Professional Diploma in Organisation Change and Transformation	D0: Low (-)	No current direct official URL embedded in the present source record
UK-020	Sheffield Hallam University - MSc Human Resources and Organisational Development	D2-R - direct official page; depth audit pending	https://www.shu.ac.uk/courses/business-and-management/msc-human-resources-and-organisational-development/full-time
UK-021	University of Plymouth - Organisation Development and Change	D2-R - direct official page; depth audit pending	https://www.plymouth.ac.uk/study/cpd/organisation-development-and-change
UK-022	CIPD - Organisation Development Fundamentals	D2-R - direct official page; depth audit pending	https://shop.cipd.org/product?catalog=Organisation-Development
UK-023	CIPD - Leading Organisation Design and Development	D2-R - direct official page; depth audit pending	https://shop.cipd.org/product?catalog=Leading-Organisation-Design-and-Development-Accredited-ProgrammeZXB1X
UK-024	CIPD - Basics of Organisation Design and Development	D2-R - direct official page; depth audit pending	https://shop.cipd.org/product?catalog=Basics-of-Organisation-Design-and-Development
UK-025	University of Edinburgh - Organisational Development Methods	D2-R - direct official page; depth audit pending	https://www.drps.ed.ac.uk/26-27/dpt/cxbust11233.htm
UK-026	The Open University - MA/MSc Open - Managing Change and Organisational Design and Development pathway	D2-R - direct official page; depth audit pending	https://www.open.ac.uk/postgraduate/qualifications/f81/

ID	Programme	Evidence status	Official source
UK-027	King's College London - MSc Leadership and Development	D2-R - direct official page; depth audit pending	https://www.kcl.ac.uk/study/postgraduate-taught/courses/leadership-and-development-msc
UK-028	Tavistock and Portman - MA Consulting and Leading in Organisations: Psychodynamic and Systemic Approaches	D2-R - direct official 2026-27 programme page; supervised consultancy audit pending	Official source
UK-029	Tavistock and Portman - Professional Doctorate in Consulting and Leading in Organisations	D2-R - direct official 2026-27 programme page; six-assignment praxis audit pending	Official source
GL-001	OD Network Global OD Competency Framework Learning Series	D3: High (P+C+M)	https://www.odnetwork.org/page/odcf-series
GL-002	Adizes Integrators Training	D2: High (P+C)	https://www.adizes.com/integrators-training
GL-003	Bushe-Marshak Institute Dialogic OD Certificate	D0: Low (-)	No current direct official URL embedded in the present source record
GL-004	Center for Appreciative Inquiry - Appreciative Inquiry Facilitator Training Global / online and hosted cohorts · English · Mode MX: multiple	D3: High (P+C+M+L)	https://centerforappreciativeinquiry.net
GL-005	Future Search Academy Certified Facilitator Pathway	D2: High (P+C)	https://futuresearch.net/for-facilitators/
GL-006	ICA Technology of Participation Facilitation Methods / Certified ToP Facilitator	D0: Low (-)	No current direct official URL embedded in the present source record
GL-007	Presencing Institute Awareness- Based Systems Change Certification	D3: High (P+C+M)	https://www.presencing.org/offerings/absc-certification
GL-008	Presencing Institute u-lab: Leading from the Emerging Future	D3: High (P+C+M)	https://www.u-school.org/offerings/ulab2026-27
GL-009	Social Presencing Theater Certification	D2: High (P+C)	https://www.u-school.org/offerings/spt-certification
GL-010	Adizes Executive Program in Organizational Transformation	D2: High (P+C)	https://adizes.com
GL-011	Society for Organizational Learning Systems Leadership / Executive Champions	D1: Low (P)	https://www.solonline.org/ecw/
GL-012	OpenSourceOD - Open Assessment Certification Program	D2-R - direct official certification page; depth review pending	Official source

ANNEXURE E

Annexure E - Edition record

For public continuity, this edition record compares the 15 August 2026 edition only with the previous public edition of 1 August 2026. Detailed production controls are maintained in the concurrent Logic file rather than reproduced as a running change log here.

Edition	Public change	Reader-facing consequence
1 August 2026	Published 200-entry directory and source register.	Established the public baseline for participant-oriented global programme discovery and ODCA-based allegiance reading.
15 August 2026	Expanded to 308 publicly discoverable programmes through broader regional, linguistic and provider-ecology discovery; separated the extended and Core OD views more clearly; made Actionability, Intervention Design, MIEG, Faculty Formation, PFI / Use of Self, supervised praxis and MOST-informed scrutiny explicit; added plain-language Learning Need / Developmental Move navigation across the registry.	Improves discovery and discrimination without turning the directory into a ranking. Evidence maturity remains separate from programme quality; institutional leads may remain visible without being counted as programmes.

Suggested citation

Anjilvelil, J. G. (2026). *Global Organisation Development Programme Choice: A context-sensitive global directory for informed programme choice* (15 August 2026 ed.). Workplace Catalysts LLP.

ANNEXURE F

Annexure F - Feedback and correction pathways

The directory remains open to correction while retaining a common evidence standard. Feedback should identify the programme, the field to be corrected, and a provider-attributable source wherever possible.

Feedback route	Useful contribution	How it is handled
Participant / reader	Broken links, changed titles, delivery mode, obvious factual errors, missing discoverable programmes.	Logged as a lead; verified against provider-attributable evidence before change.
Programme provider	Current curriculum, faculty, cohort status, supervision, fieldwork and official programme documentation.	May improve evidence confidence; provider self-description does not override common classification rules.
Subject-matter expert	Boundary questions, lineage, local terminology, non-English discovery leads, historical continuity.	Used as an inquiry lead and triangulation source; direct provider evidence governs substantive classification.

Corrections should be documented in the concurrent Logic file so that public revisions remain traceable without making the directory itself read like a change log.

ANNEXURE G

Annexure G - Directory architecture and navigation map

A one-page mental map of how reader purpose, programme choice, assurance, evidence traceability and the annexures connect. The architecture is navigational rather than hierarchical: no path shown here is a programme ranking.

CHOOSE	READ THE PROGRAMME	VERIFY, TRACE & REUSE
Learning Need / Developmental Move A-E reader purpose: what am I trying to become more capable of doing?	Registry class CORE OD OD-ALIGNED BOUNDED OD ADJACENT UNVERIFIED	Evidence / context / source D0-D3 reach -> confidence -> P/C/M/F/R/L checks -> audit stage -> one live source
Contextual fit Language location mode accessibility timing practitioner community	Assurance lenses ODCA MOST ACT / DX / ID / MIEG / SID FFG / PFI / PX	Annexure D - source register Programme ID -> programme-source record -> provider-attributable evidence
Regional programme registers Each programme appears once in its regional sequence; the Programme ID is the stable crosslink key.	How to read a programme row One real row with its classification, formation, assurance and evidence fields decoded.	Annexure H - inception & continuity Programme ID crosslink -> corresponding regional programme row
Questions for prospective participants Guidance for programme providers and curators Tips for programme providers Turn evidence gaps into questions for choice, disclosure and programme inquiry, then into clearer public programme information.	Annexure F - correction pathway New or corrected provider-attributable evidence -> logged review -> traceable revision	Annexure J - utility, accuracy & reach Interpret what the directory can support, where accuracy varies and what discovery may miss.

Crosslink mesh

Programme ID <-> [regional programme registers](#) <-> [Annexure D source record](#); [Annexure H](#) -> programme row; [Annexure I](#) -> interpretation and referral; [Annexure F](#) -> correction pathway.

INTERPRETIVE SAFEGUARD The map shows how to navigate and test evidence. It does not create a hierarchy among regions, programme types, assurance lenses or providers.

ANNEXURE H

Annexure H - Inception and continuity discovery

Inception discovery is an historical evidence protocol, not an age-based ranking. It asks for the earliest provider-attributable year of the current programme or a recognisably continuous predecessor and preserves uncertainty rather than supplying false precision.

- Y-E - exact provider-stated year.
- Y-C - continuous predecessor supported by provider evidence.
- Y-P - clearly labelled proxy or earliest provider trace, used with caution.
- Y-H - historic claim remains unresolved.
- Y-U - no responsible year judgement from the evidence reached.

Current ODCA >9 inception / re-audit pool

Select a Programme ID to move to its regional registry row. The link opens the corresponding programme entry; use [Back to Index](#) to return to navigation.

Region	Count	Programme IDs
Africa	2	AF-003 · AF-004
Asia and Middle East	4	AM-018 · AM-022 · AM-026 · AM-027
Europe	3	EU-021 · EU-022 · EU-027
Latin America and Caribbean	1	LA-021
North America	18	NA-006 · NA-007 · NA-008 · NA-012 · NA-014 · NA-017 · NA-018 · NA-019 · NA-020 · NA-021 · NA-022 · NA-024 · NA-026 · NA-027 · NA-028 · NA-031 · NA-033 · NA-035
Oceania	—	No programme displayed in the present pool
UK and Ireland	4	UK-002 · UK-005 · UK-007 · UK-008

INTERPRETIVE SAFEGUARD

The pool is a discovery and re-audit device. A long history does not establish contemporary Core OD, and a younger programme is not thereby inferior.

READER PATH Follow any Programme ID to its regional row; for use, limits and correction logic, see [Annexure J](#).

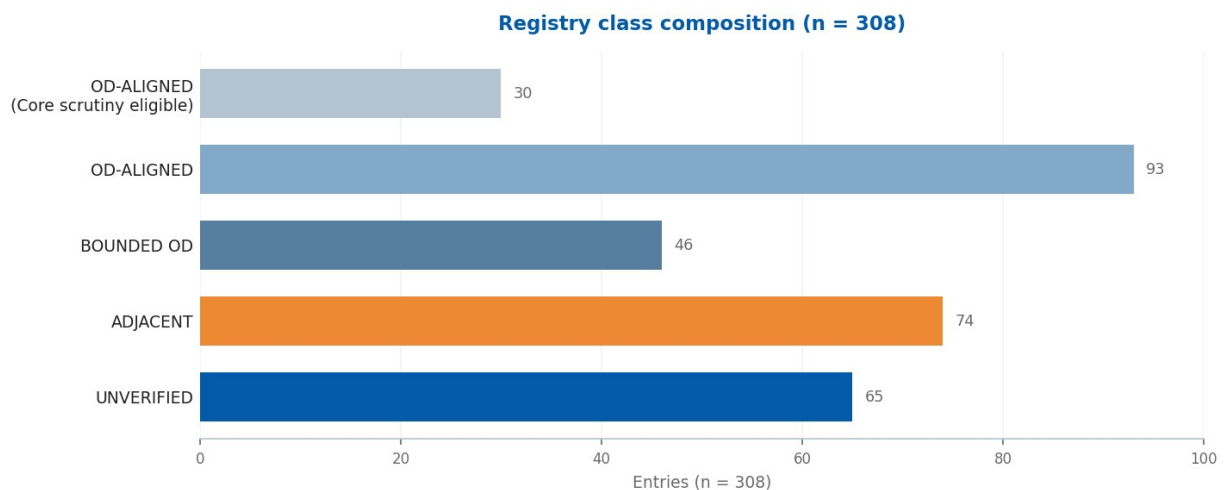
ANNEXURE I

Annexure I - Directory summary tables and graphic overview

A compact, count-reconciled view of the 308-entry directory. These summaries describe the directory dataset; they do not convert pending assurance audits into programme judgements.

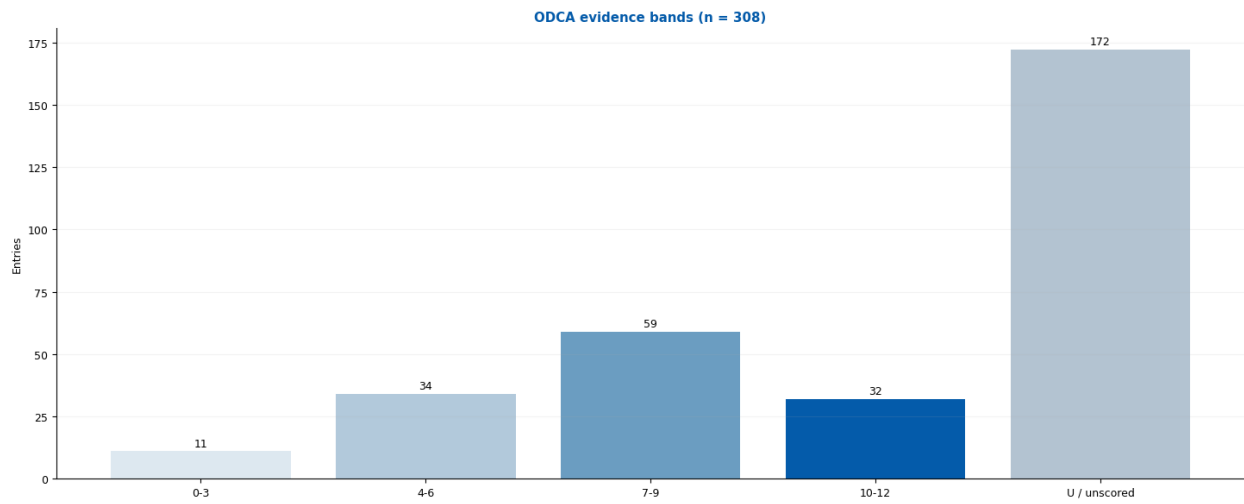
I1. Registry class

Registry class	Entries	Share
OD-ALIGNED - Core scrutiny eligible	30	9.7%
OD-ALIGNED	93	30.2%
BOUNDED OD	46	14.9%
ADJACENT	74	24.0%
UNVERIFIED	65	21.1%
CORE OD	0	0.0%



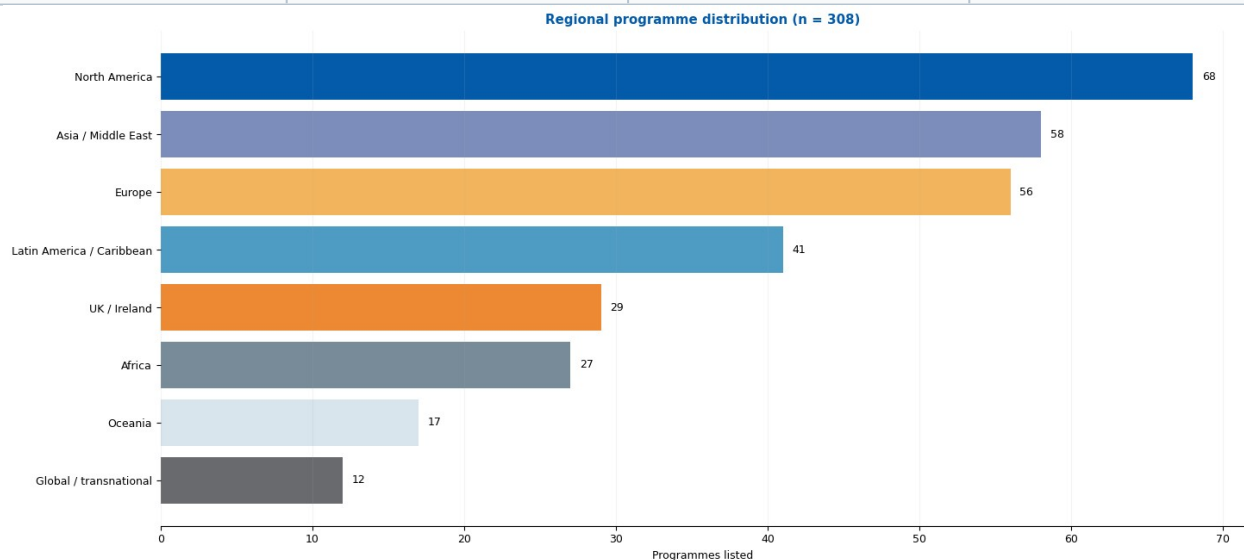
I2. ODCA distribution and Core re-audit pool

ODCA band	Entries	Share
0-3 Not established	11	3.6%
4-6 Bounded coverage	34	11.0%
7-9 Substantial alignment	59	19.2%
10-12 Full-cycle range	32	10.4%
Unscored / ODCA-U	172	55.8%



I3. Geographical coverage

Code	Region	Entries	Share
AF	Africa	27	8.8%
AM	Asia and Middle East	58	18.8%
EU	Europe	56	18.2%
LA	Latin America and Caribbean	41	13.3%
NA	North America	68	22.1%
OC	Oceania	17	5.5%
UK	UK and Ireland	29	9.4%
GL	Global / transnational	12	3.9%



I4. Language evidence and public evidence reach

Translation / language evidence

Marker	Entries	Share
TX3	80	26.0%
TX2	3	1.0%

Marker	Entries	Share
TX1	26	8.4%
TX-U	199	64.6%

Provider-attributable evidence reach

Marker	Entries	Share
D3	23	7.5%
D2	185	60.1%
D1	36	11.7%
D0	64	20.8%

Learning architecture

Marker	Entries	Share
M1	19	6.2%
M2	59	19.2%
M3	73	23.7%
M4	9	2.9%
M5	24	7.8%
M6	10	3.2%
M7	96	31.2%
M8	18	5.8%

Delivery mode

Marker	Entries	Share
IP	12	3.9%
BL	2	0.6%
ON	40	13.0%
MX	8	2.6%
U	246	79.9%

DATA INTEGRITY NOTE

All summary counts reconcile to 308 directory entries. Learning Need / Developmental Move counts also reconcile: A 28; B 157; C 16; D 91; E 16. These counts describe reader-navigation categories, not programme quality. U in a new assurance field means the directory-wide re-audit has not yet established a finding; it must not be read as programme failure.

15. What remains difficult to see: public observability gaps

This analysis treats recurring uncertainty as a finding about **public observability**, not as a verdict on programme quality. It asks which course features the current directory can readily establish from provider-attributable evidence and which remain difficult to see or are still awaiting depth review.

Area	Current directory signal	What the signal means
Access and delivery	Mode U 246/308 (79.9%); TX-U 199/308 (64.6%)	Delivery conditions and language/original-language evidence are among the most frequent unresolved participant-choice fields.
Connected OD architecture	ODCA-U 172/308 (55.8%)	For more than half of the register, the evidence reached is not yet sufficient for a responsible ODCA reading of connected OD architecture.
Intervention and action architecture	ACT-U 308/308; ID-U 308/308; MIEG-U 308/308	The present detailed re-audit has not yet established, programme by programme, the connection from inquiry and intervention design to reach, effectiveness and consequence.
Practitioner formation and praxis	PFI-U 308/308; PX-U 308/308	Deliberate Use-of-Self formation and supervised consequential client-system practice are not yet established from the public evidence reached.
Faculty formation and continuity	FFG-U 308/308; FSC-U 308/308	Accountable formative faculty capability and continuity/tenure of substantive programme responsibility remain especially difficult to establish consistently.
Explicit source-check reach	Among 199 confidence-coded source rows: P 135; C 91; M 32; F 12; R 7; L 6. A further 109 D2-R rows await depth review.	These are audit-reach counts, not estimates of how often providers disclose the feature. They show where the current source review has reached explicit coded evidence.
OBSERVABILITY SAFEGUARD		A U can mean that a feature is not clearly disclosed, that relevant evidence may exist but the directory has not yet reached or completed the depth audit, or that the feature may lie outside programme purpose. U must therefore not be read as provider deficiency or proof of absence.

Provider implication

Where a feature genuinely exists, providers can improve participant choice by making it findable, specific and attributable; the directory does not ask programmes to add features merely to satisfy its codes. Broader guidance: Section 21 | Practical online-content tips: Section 22

Source note: counts are calculated from the current 308-entry register and programme-source register; P/C/M/F/R/L are evidence-source checks defined in the [Registry & Evidence Key](#).

ANNEXURE J

Annexure J - Utility, accuracy and reach

J1. Utility: the principal claim

- Distinguish Core OD, OD-aligned, bounded, adjacent and unverified offerings.
- Compare Learning Need / Developmental Move, learning architecture, MOST profile, diagnosis versus analysis, Actionability, Intervention Design (ID-P / ID-S / ID-I), intervention reach and effectiveness (MIEG / L / E), SID, faculty formation and continuity, PFI / UoS and supervised praxis.
- Convert evidence gaps into questions for providers rather than assumptions about programme quality.
- Support anticipatory agency for participants, reflective comparison for practitioners and self-governance for programme teams.

J2. Accuracy varies by field

Directly verifiable fields usually include programme identity, provider, country, mode, duration, published curriculum, award, current faculty and recent programme or fieldwork evidence. Interpretive fields such as DX-OD versus OA-ONLY, IO-ADJ, Actionability, Intervention Design, MIEG, SID, PFI, Use of Self, third-party responsibility and Core OD require more careful programme-level evidence and may remain interim or unverified.

J3. Limits of web-crawled discovery

Discovery favours programmes with stable websites, well-indexed languages, downloadable documents and public faculty or curriculum information. It may under-represent local-language, internal, military, community-based, customised, interrupted and weakly indexed programmes. Absence from the directory is not evidence of programme inferiority or non-existence; it may reflect the limits of public discoverability and the evidence reached for this edition.

J4. Human and AI-assisted curation

Artificial intelligence can assist discovery, translation, organisation and comparison. It does not turn a search result into evidence. Provider-attributable sources, human judgement, boundary rules and traceable uncertainty remain the controlling safeguards.

J5. Refinements now carried into use

- Learning Need / Developmental Move is now the first reader-navigation lens. The A-E labels describe the developmental move a reader may be seeking; they do not establish programme quality, Core status or motive.
- Fuller-course review distinguishes organisational diagnosis used to frame and design OD intervention (DX-OD) from organisational analysis used principally to understand an organisation (OA-ONLY). IO-ADJ marks I/O Psychology or organisational-psychology routes that point toward OD without composing connected OD practitioner formation.
- Intervention Design is read separately as process, structure/work-system or integrated capability; reach and effectiveness remain separate Porras-informed questions, while the Padaki-Vaz SID lens distinguishes single-organisation social-sector development from inter-organisational institutional development.
- AI-assisted discovery is treated as a judgement aid rather than an adjudicator. The directory makes algorithmic visibility, social-system consequence, uncertainty and source attribution visible so that AI-literate readers can interrogate rather than simply inherit search prominence.
- Navigation and production controls now include Index-to-section links, Back-to-Index links, internal Programme-ID links from Annexure H to regional registry rows, controlled typography, white-on-blue table headers, intact rows and Annexure page-integrity checks.

READER PATH For new evidence or corrections, see [Annexure F](#); for the whole navigation architecture, see [Annexure G](#).

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Global Organisation Development Programme Choice

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