

FRED

FOUNDATION FOR RESEARCH, EDUCATION & DEVELOPMENT



FIELDING
Graduate University

Institute for Social Innovation

Diploma

*in Sustainability and
Organizational Development*

FRED in its existence for the last five years have gone through a complete cycle of research to find the gaps in the social, humanities and management curriculum and offerings by various leading schools across the world.

FRED with its eminent advisors debated on the futuristic curriculum which is needed over a period of time. After several rounds of discussions and debate it has been decided that the students who come out of the FRED institute should have the quality of appreciating the importance of People, Profit and Planet, giving equal importance to all three aspects.

The concept of “crucible theory” is used and incorporated in to the course curriculum for the transformation of the students. FRED aims to make an impact by transforming the students while they come out of the institute with the difference: **Consciousness, Compassion, Competency, Competitive and Conserving** quality. That will be our core quality and different offering to the individual, organizations, communities and societies.

Center for Leadership & Change Management (CLCM) is dedicated to Prof. Udai Pareek who was our first Chairman of the advisory body of FRED. The Center will involve in research, education, consulting and advisory services in leadership and change Management. The center also will align / collaborate with other best universities in the world to carry forward this vision.

In this direction FRED has signed MOU with Fielding University, USA one of the best OD Schools in the world, for online courses. Fielding University, USA and FRED Mysore, India, a focused on management and behavioral studies, have come together to offer an on line course and created the e- learning platform for the course on Sustainability and OD. It is notable to observe that FRED and Fielding already offering a certification course on Appreciative Coaching approved by ICF and already 30 working professionals and consultants have been certified.

About Fielding University

Fielding Graduate University is an accredited nonprofit leader in blended graduate education, combining face-to-face and online learning. Our curriculum offers quality degrees and courses for professionals living and working anywhere in the world. Fielding’s faculty members represent a breadth of scholarship and practice within the fields of clinical and media psychology, organizational development, and educational leadership. Maintaining Fielding’s reputation for quality programs, faculty are mentors and guides to self-directed students who use their skills to become powerful and socially responsible leaders in their communities, workplaces, and society.

Faculty Profile

The Foundation for Research, Education and Development, in partnership with Fielding Graduate University's Institute for Social Innovation, announces an online graduate level Certificate in Sustainability. Taught by Fielding faculty, Dr. Kerul Kassel and Dr. Jeff Leinaweaver, this three-course Fielding Certificate in Sustainability prepares professionals to create a sustainable path of development for their organizations in business, government and nonprofit sectors. Participants will develop an interdisciplinary understanding of the importance of a sustainability perspective in organizational leadership.



Dr. Kerul Kassel has a Ph.D. in human and organizational systems from Fielding Graduate University, a graduate institution nationally respected in the field of organizational change and development. Her teaching focus is on sustainability and organizational change and sustainable entrepreneurship and innovation. Leading author of the forthcoming book, *Applying Systems Thinking To Sustainable Business Practices*, Dr. Kassel knows how to help leaders manage the sometimes challenging, time-intensive, and politically fraught road to sustainability. She holds the LEED Green Associate credential, is certified for Global Reporting Initiative reporting, is designated a Certified Sustainability Professional by the Canadian Professional Sustainability Institute, and is a member of the International Society of Sustainability Professionals.



Dr. Jeff Leinaweaver is a storyteller, eco-psychologist, and cross-cultural change practitioner within the fields of strategic global sustainability, corporate social responsibility (CSR), organizational development, global HR and Social Permaculture Design. Jeff is founder and principal of Global Zen Sustainability, a strategic sustainability consultancy. Jeff is a post-doctoral fellow at the Institute for Social Innovation and fellow at the CMM Institute for Personal and Social Evolution where he is developing a storytelling-based game for social change and sustainability. Jeff is a GRI-certified reporter and GRI trainer, an affiliate consultant with The Center for Ethical Leadership, and has been an associate with The Natural Step Network USA. Jeff holds a Permaculture Design Certification with advanced work in social-ecological design. Jeff is also a Global Professional in Human Resources (GPHR). Jeff is a graduate faculty member in sustainability at Bainbridge Graduate Institute, Capella University's MBA program, the University of Washington, and Fielding Graduate University's sustainability program.

Testimonials from students taught by Dr. Kassel and Dr. Leinaweaver.

"Thank-you for an inspiring, challenging, insightful and very engaged course in sustainability. It will continue to influence my thinking and action as a new leader in sustainability." Thom W.

"I thoroughly enjoyed your sustainability class and appreciated you encouraging me and the class to think more critically about the subject matter. You pushed us to the next level at all times and that added tremendously to my learning experience!" Alisa M.

"I appreciate your course in sustainability because of its focus on academic, professional, and personal perspectives on the topic. This approach contributed greatly to my life long learning in this area." Julie B.

"The feedback you provide is helpful and truly the high caliber I have come to expect from Fielding faculty. I appreciate your request for feedback and your genuine desire to be a good online facilitator." Katie D.

The Course details

This course is designed to meet the needs of the working professionals in the industry across the world. The course design is modeled in such a way that the participants can choose the course they need among the three courses and each course result in a Certificate.

If the participant needs to gain a comprehensive skillset in sustainability and OD then they can choose all the three courses and upon satisfactory completion they will be awarded a diploma.

To earn a diploma students take three courses in sequence (i.e., completion of course 1 is a prerequisite for taking course 2, and completing course 2 is a prerequisite for taking course 3).

★ FIRST COURSE

Sustainable Change and Organizational Development (SC&OD)

This course explores sustainability using a systemic mental model in an organizational leadership context. Students examine theories of sustainability, with an emphasis on the larger social, cultural, economic, and environmental realms in which they exist. International case studies and literature from will illustrate cross-cultural similarities and differences. Examples of theory as they relate to practice will build participants' understanding of organizational change and expand their repertoire of sustainability leadership skills.

(Completing only this course will earn the participant a basic certification for this course)

★ SECOND COURSE

Ecological Frameworks for Sustainability Practitioners

This course introduces students to ecological frameworks used by sustainability practitioners, including The Natural Step (TNS), Ecological Footprint, Cradle to Cradle, Natural Capitalism, Industrial Ecology, Biomimicry, and others. This course offers students practical knowledge for implementing sustainable principles in organizations within their ecological frameworks and developing a strategic point of view as a sustainability practitioner when it comes to influencing change in organizations, community and the planet.

(Completing the first course and the second will yield a certification as intermediary certified Professional in Sustainability and OD)

★ THIRD COURSE

Social Entrepreneurship and Innovation in Sustainability

The primary focus of this course will be to develop an understanding of the field of Social Entrepreneurship and Innovation, which is rapidly garnering attention around the world from policy makers, organizations and others. As the traditional lines blur between nonprofit enterprises, government, and business, it is critical that students understand the opportunities and challenges in this new landscape. The course provides students with an orientation in this developing sector as well as knowledge and skills to lead organizational development in practice.

(Completing all the three courses will yield a diploma in Sustainability and Organization Development)

SCHEDULE OF THE COURSE

First Round of Sustainability Diploma Program (Three 12 week courses July 2013 - May 2014)

1. Sustainable Change and Organizational Development (July 8 - September 22)
2. Ecological Frameworks for Sustainability Practitioners (November 4 - December 16;
January 6 - February 2, 2014)
3. Social Entrepreneurship and Innovation in Sustainability (March 3 – May 18, 2014)

Second Round of Sustainability Diploma Program (3 courses November 2013 – May 2015)

1. Sustainable Change and Organizational Development (November 4 - December 16;
January 6 - February 2, 2014).
2. Ecological Frameworks for Sustainability Practitioners (March 3 – May 18, 2014)
3. Social Entrepreneurship and Innovation in Sustainability (July 7 - September 27, 2014).

Who can benefit from this course?

- CXO's, Executives, Line Managers, CSR managers, HR Professionals and organizational leaders who wish to incorporate empowering OD skills into their current profession as an internal coach and later becoming an external OD consultant as a profession.
- Those who are keen to develop OD consulting practice and helping organizations to be more effective
- Those already in OD practice and interested in incorporating new approaches using sustainability approach in their practice
- The professionals who are interested in creating sustainable path of development for their organizations in business, government and nonprofit sectors.

Important Date Lines:

- **Admissions open from** 20/05/2013
- **Admissions close on** 31/06/2013
- **Course begins on** 08/07/2013

The Cost

The cost for the full course (36 weeks in total) completing all the three courses and get the award of diploma in Sustainability and Organization Development (S&OD) will be:

Rs. 1,30,000/- (Rupees One Lakh Twenty Five Thousand Only+ 12.36% of service tax). The fee can be paid in three installments:

First Installment: Rs. 45,000/- (Rupees Forty Five Thousand only)

Second Installment: Rs. 45,000/- (Rupees Forty Five Thousand only)

Third Installment: Rs.40,000/- (Rupees Forty Thousand Only)

(Please note that service tax of 12.36% is applicable to the course fee, therefore the service tax need to be added to the tuition fee mentioned).

The cost for the participants from outside India will be **USD 2450/-** payable by one time or three time installment basis.

The cost for each course if the participant is willing to take only one course for a certification, the cost of each course will cost Rs. 55,000/- (Rupees Fifty Five Thousand only + service tax of 12.36%)

Please write to mohan@fredindia.org for more than three nominations from a single organization.

Payment Details

Please draw a multicurrency cheque / DD in favor of Foundation for Research, Education and Development and send it to the address given in the contact address.

Or

Use the following bank details to do the online transfer of the tuition fee:

Name of the Account: - Foundation for Research, Education and Development
Account No. : - 0566101060997
CANARA BANK (566)
JAYALAKSHMIPURAM
MYSORE - INDIA
IFSC Code: CNRB 0000566.

Other investments in the course

The participants are requested to procure the suggested reference books by the faculty. The expected expenses would be around Rs. 3000/- to Rs. 5000/- only.

The participants are expected to have a stable internet connection as this course is offered through Fielding online platform and also using the "Gotomeeting" tool for tele / video conference.

Contact Details

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