OBM
FOUNDATION
COURSEWARE
ENGLISH

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Van Haren
PUBLISHING

OBM
dynamics

OBM Foundation Courseware

English

Colophon

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About the Courseware

The Courseware was created by two people, active in the OBM industry who served as the authors for this publication. The input for the material is based on extensive study of scientific publications and the experience and expertise of the authors.

The material has been revised by certified OBM practitioners and OBM Foundation instructors who also have experience working with the material. Close attention was also paid to the key learning points to ensure what needs to be mastered. This material is produced in close collaboration with ADRIBA, the Aubrey Daniels Research Institute for Behavioral Analysis. For more information about ADRIBA, please visit: https://www.adriba.nl

This courseware is designed as part of an integrated training product for official and accredited OBM Dynamics - OBM Foundation trainings. Participants of an accredited training should receive the following course materials:

- this courseware;
- book: Organizational Behavior Management, an introduction;
- access to the OBM Foundation module in the online learning platform Knowingo.

The objective of the courseware is to provide maximum support to both the trainer and the students during this training. The material has a modular structure and according to the authors has the highest success rate should the student opt for examination.

A list of source literature is also available in the material, so that students can find additional information concerning a particular topic if they wish. We made sure sufficient room for adding personal notes, answering learning questions and completing assignments is available in this courseware.

Although the courseware is complete, the possibility that the Certified Instructor deviates from the structure of the sheets or chooses to not refer to all the sheets or commands does exist. The student always has the possibility to cover these topics and go through them on their own time. It is recommended to follow the structure of the courseware and publications for maximum exam preparation.

This courseware, the literature and the Knowingo learning platform are the perfect combination to learn and understand the theory. This combination of products enables you to optimally prepare for the official OBM Foundation exam at APMG International.

--Van Haren Publishing

Other publications by Van Haren Publishing

Van Haren Publishing (VHP) specializes in titles on Best Practices, methods and standards within four domains:

- IT and IT Management
- Architecture (Enterprise and IT)
- Business Management and
- Project Management

Van Haren Publishing is also publishing on behalf of leading organizations and companies: ASLBiSL Foundation, BRMI, CA, Centre Henri Tudor, Gaming Works, IACCM, IAOP, IFDC, Innovation Value Institute, IPMA-NL, ITSqc, NAF, KNVI, PMI-NL, PON, The Open Group, The SOX Institute.

Topics are (per domain):

IT and IT Management	Enterprise Architecture	Project Management
ABC of ICT	ArchiMate®	A4-Projectmanagement
ASL®	GEA®	DSDM/Atern
CATS	Novius Architectuur	ICB / NCB
CM®	Methode	ISO 21500
CMMI®	TOGAF®	MINCE®
COBIT®		M_o_R®
e-CF	**Business Management**	MSP®
ISO/IEC 20000	BABOK® Guide	P3O®
ISO/IEC 27001/27002	BiSL® and BiSL® Next	PMBOK® Guide
ISPL	BRMBOK™	Praxis®
IT4IT®	BTF	PRINCE2®
IT-CMF™	EFQM	
IT Service CMM	eSCM	
ITIL®	IACCM	
MOF	ISA-95	
MSF	ISO 9000/9001	
SABSA	OPBOK	
SAF	SixSigma	
SIAM™	SOX	
TRIM	SqEME®	
VeriSM™		

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Authors About this Courseware

First of all we would like to thank you for your interest in Organizational Behavior Management.

Organizations are constantly changing. Some people refer to that as 'organizational change', others may call it 'transformation' or 'transition'. Whatever your role or position in your organization, whatever practice, best practice, or management philosophy you are using, one thing is certain: realizing and maintaining change is all about people and their behaviors. The success rate and the sustainability of any form of organizational change highly depend on people that are willing and able to change their ways. That also means it is important to understand how you can help others grow, develop and flourish and let them make the change you're aiming for.

We firmly believe that using a scientifically validated and ethical approach to behavioral change vastly improves your chances to become a more effective leader, manager, change agent, people manager, project leader, SCRUM master, coach or mentor.

This Courseware is part of an integrated set of training materials designed to deliver the OBM Foundation Level Training. It helps you to prepare for the official OBM Foundation exam that you can take at APMG International. Our integrated learning materials (this Courseware, the study guide and the online learning platform) are designed to provide you with maximum support on your journey to certification.

We hope you will enjoy this training and we wish you gain new powerful insights and discover more effective ways to improve organizational performance through lasting behavioral change.

Please send us any feedback, comment or critic that can help us make this courseware better. Just like any other field, OBM, as a field, is still learning and developing new insights, discovering new and better approaches to deal with human behavior. It's a journey, a learning experience that will probably (and hopefully) never end.

Robert den Broeder,
Joost Kerkhofs

Vleuten,
The Netherlands
2020

Table of content

Self-Reflection of understanding Diagram

'What you do not measure, you cannot control.'' – Tom Peters

Use this diagram to self-evaluate your understanding and knowledge of the material. In order to pass the exam successfully you should be aiming to reach the higher end of Level 3. If you really want to be able to explain the theory covered in this course to others, then you should be aiming for Level 4. Your overall level of understanding will follow a natural learning curve. So, it's important to keep track of where you are at each point of the training and address any areas of difficulty.

Based on where you are within the Self-Reflection of Understanding diagram you can evaluate the progress of your own training.

Level of Understanding	Before Training (Pre-knowledge)	Ater following classroom training	After studying / reading the courseware and book	After completing the optional online training	After exercises and the Practice exam
Level 4 I can explain the content to others.					
Level 3 I get it! I am right where I am supposed to be.					Ready for the exam!
Level 2 I almost have it but could use more practice.					
Level 1 I am learning but don't quite get it yet.					

Self-Reflection of understanding Diagram.

Please plot your progress curve!

Write down the problem areas and topics that you are still having difficulty with so that you can address them yourself, or together with your instructor. After you have had a closer look at these, then you should evaluate again to see if you now have a better understanding and where you actually are on your learning curve.

Troubleshooting

	Problem Areas:	Topics:
Before training		
After following classroom training		
You have gone through the courseware and study guide		
You have completed the supporting online training		
You have completed exercises and practice exam		

Timetable

Day 1

- Introduction
- ABC model
- ABC analysis
- Antecedents

Day 2

- Consequences
- Dealing with unwanted behavior
- Reinforcement

Day 3

- Protocol for Organizational Behavior Management
- Wrap-up
- Set-up for the exam
- Exam (60 minutes)