

ORGANISATIONAL DEVELOPMENT FOR CIVIL SOCIETY

REDEFINE STRATEGIES FOR YOUR ORGANISATION



Bangkok
9 - 12 March 2020

BENEFITS

During this 4-day training you will explore the key concepts, processes, and tools of organisational development (OD) which are crucial to bring about true change in your organisation.

- Explore the key concepts of leadership and management
- Become better equipped to design and implement effective OD programmes
- Learn how to facilitate similar organisational development trainings

WHO CAN APPLY

- Board members and executive directors of civil society organisations
- Civil Society enthusiasts with an interest in facilitating trainings on OD



PROGRAMME

9 March 2020	10 March 2020	11 March 2020	12 March 2020
<p>I. Welcome</p> <ul style="list-style-type: none"> • Welcome & objectives • Getting to know each other & expectations • Methodology, quote, agenda, logistics <p>II. What is Organisational Development about?</p> <ul style="list-style-type: none"> • Difference between Organisational Development (OD) and Organisational Assessment • For whom it concerns • Contacting & contracting <p>III. Organisational Biography and Timeline</p> <ul style="list-style-type: none"> • Where we come from? • Achievements & milestones <p>IV. Development Phases of Organisations</p> <ul style="list-style-type: none"> • 4 phases of Organisational Development 	<p>V. Helix Model I</p> <ul style="list-style-type: none"> • Cultural aspects • Benchmarking with my organisation's visions <p>VI. Helix Model II</p> <ul style="list-style-type: none"> • Social aspects • Structural aspects • Reflection: Benchmarking with my organisation <p>VII. Happiness in Organisations</p> <ul style="list-style-type: none"> • An illusion or a human right? • How to measure? Criteria? <p>VIII. Motivations in Organisations</p> <ul style="list-style-type: none"> • Motivation assessment • Performance management 	<p>IX. Spiral Dynamics I</p> <ul style="list-style-type: none"> • Development both at a personal and a collective level • Why are people different? Why do some people change but others do not? <p>X. Spiral Dynamics II</p> <ul style="list-style-type: none"> • How does the mind respond to a world that is becoming increasingly complex? <p>XI. Reinventing Organisations</p> <ul style="list-style-type: none"> • Laloux • Reflection on your own organisation • Holacracy <p>XII. Agile Management</p> <ul style="list-style-type: none"> • Scrum, WIP, Kanban: What is it all about? 	<p>XIII. Change Management</p> <ul style="list-style-type: none"> • Personal and organisational changes • Managing respective conflicts <p>XIV. Organisational Canvas</p> <ul style="list-style-type: none"> • Organisational action plans <p>XV. Evaluation & Closing</p>

FACILITATORS



SUBHANKAR CHATTERJEE has 19 years of experience working in the development sector. He is in the lead for CSA in India. Prior to joining CSA he had worked with Welthungerhilfe, Tata Trust and PRADAN. Subhankar has extensive experience working with large scale programmes on livelihoods and skills development, food and nutrition security, and social entrepreneurship, and strengthening community institutions in South Asia.



DIRK REBER has a professional background in economics, sociology and rural development. He is committed to the Civil Society for over 20 years. Being with Welthungerhilfe since 2003, he worked in consultancy and leadership positions throughout Asia: Afghanistan, Cambodia, India, Indonesia, Laos, and North Korea. Since 2015, Dirk is establishing the Civil Society Academy in Southeast Asia.

[CLICK TO REGISTER](#)

REGISTER BY 24 FEBRUARY 2020

International & Affiliated NGOs: EUR 450

National NGOs: EUR 250

Fees include: 4-day training, materials, lunch & coffee

Fees do not include: Travel expenses, accommodation and other costs

10% DISCOUNTS

Early birds (by 10 February 2020) & **groups** (2 or more registrations)

CANCELLATION POLICY

50% will be charged if you cancel 2 weeks prior the training

CONTACT

registration@civilsocietyacademy.org