



# ORGANISATIONAL DEVELOPMENT

Redefine strategies for your organisations

## 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

Day 1   10 Dec 2019	Day 2   11 Dec 2019	Day 3   12 Dec 2019	Day 4   13 Dec 2019
<b>I. Welcome</b> <ul style="list-style-type: none"> <li>• Welcome &amp; objectives</li> <li>• Getting to know each other &amp; expectations</li> <li>• Methodology, quote, agenda, logistics</li> </ul> <b>II. What is Organisational Development about?</b> <ul style="list-style-type: none"> <li>• Difference between Organisational Development (OD) and Organisational Assessment</li> <li>• For whom it concerns</li> <li>• Contacting &amp; contracting</li> </ul> <b>III. Organisational Biography and Timeline</b> <ul style="list-style-type: none"> <li>• Where we come from?</li> <li>• Achievements &amp; milestones</li> </ul> <b>IV. Development Phases of Organisations</b> <ul style="list-style-type: none"> <li>• 4 phases of Organisational Development</li> </ul>	<b>V. Helix Model I</b> <ul style="list-style-type: none"> <li>• Cultural aspects</li> <li>• Benchmarking with my organisation's visions</li> </ul> <b>VI. Helix Model II</b> <ul style="list-style-type: none"> <li>• Social aspects</li> <li>• Structural aspects</li> <li>• Reflection: Benchmarking with my organisation</li> </ul> <b>VII. Happiness in Organisations</b> <ul style="list-style-type: none"> <li>• An illusion or a human right?</li> <li>• How to measure? Criteria?</li> </ul> <b>VIII. Motivations in Organisations</b> <ul style="list-style-type: none"> <li>• Motivation assessment</li> <li>• Performance management</li> </ul>	<b>IX. Spiral Dynamics I</b> <ul style="list-style-type: none"> <li>• Development both at a personal and a collective level</li> <li>• Why are people different? Why do some people change but others do not?</li> </ul> <b>X. Spiral Dynamics II</b> <ul style="list-style-type: none"> <li>• How does the mind respond to a world that is becoming increasingly complex?</li> </ul> <b>XI. Reinventing Organisations</b> <ul style="list-style-type: none"> <li>• Laloux</li> <li>• Reflection on your own organisation</li> <li>• Holacracy</li> </ul> <b>XII. Agile Management</b> <ul style="list-style-type: none"> <li>• Scrum, WIP, Kaban: What is it all about?</li> </ul>	<b>XIII. Change Management</b> <ul style="list-style-type: none"> <li>• Personal and organisational changes</li> <li>• Managing respective conflicts</li> </ul> <b>XIV. Organisational Canvas</b> <ul style="list-style-type: none"> <li>• Organisational action plans</li> </ul> <b>XV. Evaluation &amp; Closing</b>

## FACILITATORS



**PETRA SPEIER-WERNER'S** mission is to be a source of inspiration and love that holds a space for everyone to grow and flow. She has been working in different sectors in Europe, Africa, Asia, and Latin America. Being an organisational psychologist, economist, and political scientist with a doctorate in change management, her trainings, lectures and coaching are nurtured with her interdisciplinary approach.



**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.

**REGISTER BY 26 NOVEMBER 2019**

**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% OFF**

### DISCOUNTS

**Early birds** (by 12 November 2019) & **groups** (2 or more registrations)

### CANCELLATION POLICY

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

### CONTACT

registration@civilsocietyacademy.org

[Click to register online](#)