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# Organisational Development

## Face to Face Training



Civil society organisations face many challenges and emerging opportunities such as managing decentralisation; building the capacity of country offices; developing new organisational business models and structures; becoming more innovative and creative; and growing strategic partnerships. Managing these challenges and taking advantage of emergent opportunities requires agile, resilient and emotionally intelligent organisations led by managers with a systematic understanding of organizational development and change.

This course is designed for those who wish to use an organisational development approach to address complex organisational change, improve organisational performance and strengthen organisational learning. The course will enhance participant's knowledge of organisational development and introduce a range of tools and models for 'reading' organisations and designing and facilitating successful processes of organisational change and development.

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### 1 Objectives of the course

By the end of the training participants will:

- Be familiar with key and emerging concepts of organisational development and change
- Have a deeper understanding of the organisational development cycle as a model for devising and implementing organisational development processes
- Know how to use organisational assessment to create an organisational development plan
- Have an expanded personal toolkit of organisational development tools and techniques
- Be able to apply a deepened understanding of organisational development to organisational change processes
- Have a range of practical strategies for helping their organisation learn, adapt and innovate;
- Be able to devise practical approaches for monitoring and evaluating organisational development processes
- Have developed strategies for addressing a 'real life' challenge they are facing in their organisational development practice

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### 2 Intended audience

This course is aimed at individuals working mainly on organisational development in their own organisation. It will also be of practical help to individuals who work as active, hands on agents of change with partner organisations and also independent organisational development consultants. The course will be of particular interest to: managers leading organisational change initiatives, specialists with organisational development support responsibilities, programme managers with some specific organisational development or capacity building responsibilities, the staff of CSO support organisations, and programme quality/support teams.

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### 3 Core content areas

- Understanding organisations as complex human systems
- Organisational development models and tools
- The organisational development cycle
- Organisational assessment and other tools for 'reading' organisations
- Change agent roles and good practice
- How organisations learn effectively
- Organisational innovation
- Monitoring and evaluating organisational development
- Creative strategies for managing the human response to change
- 'Peer clinic' sessions offering opportunities for shared reflection on participants' 'real-life' issues

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### 4 Course format and costs

This course has two parts: a 5 day face to face course which will take place in Oxford, UK; and a 50 minute one-to-one coaching session after the course (via Skype) with the course trainer, focusing specifically on your needs.

This individual, tailored coaching will support the individual to apply the learning from the course to their work, and offer the opportunity to work through current challenges, difficulties and opportunities with a highly experienced practitioner. The available dates and times for coaching will be provided by the trainers in advance of the course. Coaching terms and conditions will be provided upon application.

**The cost of this course is £1165 non-residential (includes training materials, 50-minute individual coaching session, lunch and refreshments) or £1425 residential (includes training materials, 50-minute individual coaching session, meals and accommodation for duration of course).**

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### 5 More information

Please contact the INTRAC Training Team:

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INTRAC is accredited as a non-collegiate provider by the British Accreditation Council for Independent Further and Higher Education.

