
One-day introduction to “Reinventing Organisations”- Outline



What will organisations of the future look like? Do we need to rethink how our organisations are on the inside if they are to contribute to real change on the outside?

INTRAC is offering this one day event, inspired by Frederick Laloux’s book (see www.reinventingorganizations.com), to explore key ideas, practices and possibilities of this emerging organisational development ‘movement’. Is this just another management fad or a whole new paradigm for creating radically different organisations fit for today’s context?

1 Objectives

By the end of the day participants will have:

- gained an overview understanding of “Reinventing Organizations” (referring to the concept, ideas and practices shared in the book of the same title by Frederick Laloux)
- heard about and explored some examples of organisations’ experience of ‘reinventing’ (or moving towards it) direct from those working on achieving this.
- had the opportunity to discuss the relevance of ‘reinventing’ to their own/ organisation’s work and for international development sector and civil society more broadly.

We also hope participants will go away feeling inspired and energised about the possibilities in practice - able to share, explore and take forward these ideas with others.

2 Intended audience

This introductory day is for those with an interest in finding out more about Reinventing Organisations who are working with international development sector/ civil society organisations. Perhaps they feel strongly that something is not working in many of today’s organisations, and are yearning for new ways of working together, e.g. to build more self-managed teams, find ways to make their organisation more agile and more fulfilling for those who work there.

Participants are likely to come from different roles e.g.:

- Leaders/ managers who want to take their organisations to 'the next level'
- Human Resources/ Organisational Development professionals interested in enabling much greater effectiveness:
- Consultants who support organisational change;
- And people who would really like to read the book by Laloux but are short of time!

NB: No prior knowledge of the book is required to participate in this day.

3 Outline Agenda

Morning sessions:

- Welcome and Introductions
- Reinventing Organisations Overview (Part 1):

Is a new paradigm of organisational management emerging?

A model of human/ organisational 'stage' development and associated metaphors. Laloux's research and what could be next?

Distilled characteristics of 'reinvented organisations'.

- Reinventing Organisations (Part 2) - Examples of practices

Lunch Break, then afternoon sessions:

- Sharing and discussion of experiences – panel discussion with guest organisations/ practitioners
- Reinventing Organisations (Part 3) – Necessary conditions to move towards reinventing organisations; plus exploring differences between set up of new organisations and transition from established organisations.
- Exploration and discussion of the relevance of this to participants' organisations and the international development sector/ civil society more broadly.
- Final plenary discussion, wrap-up and feedback on the day.

4 Format of the day and costs

This is a one-day event commencing at 10:00 (with registration from 09:30) and finishing by 17:00. The cost of participation is £150 (includes lunch and refreshments). This is to cover the costs of the venue and facilitation.

5 More information

Please contact the INTRAC Training Team:

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