



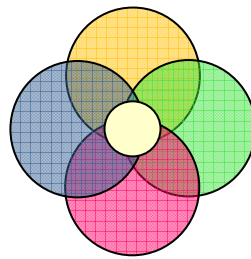
**Human and Institutional Development Forum**

**(HIDF)**

announces

the third certificate programme on

***Organisational Change Facilitation  
(OCFP)***



November 2010- November 2011

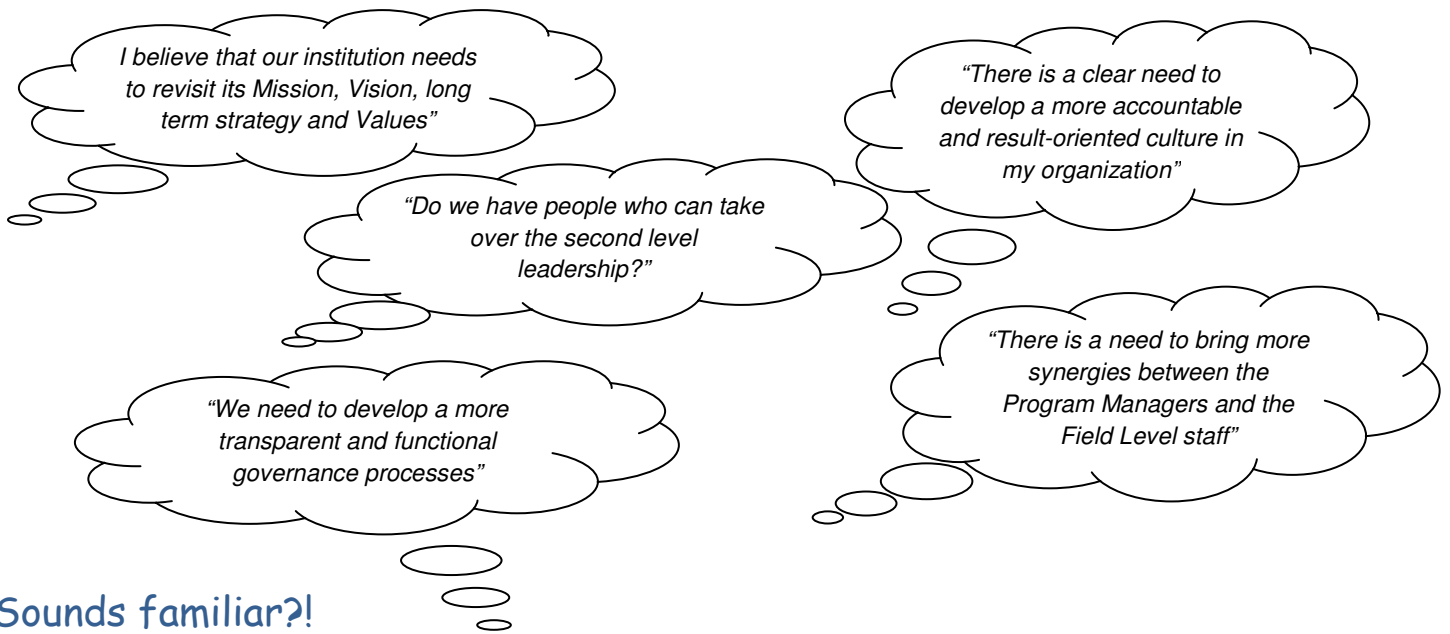
**In association with**

**Indian Society for Applied Behavioural Science**

**(ISABS)**

**Sponsored by**

**Sir Ratan Tata Trust**



## Sounds familiar?!

Yes, because these are your own thoughts as head of institution/ program.

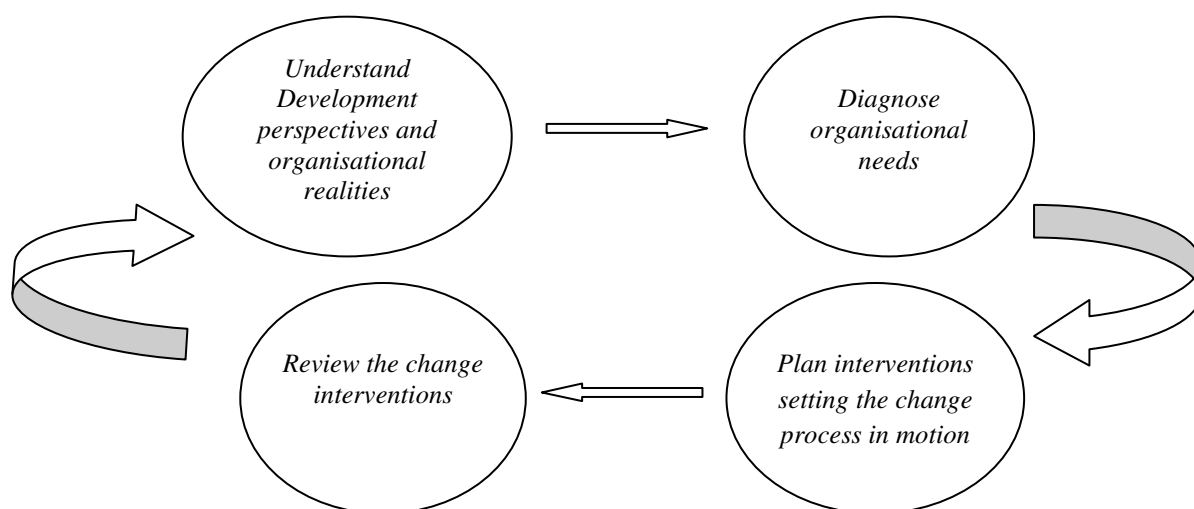
*BUT...do you have the internal capacity to manage these organisational challenges. . . .*

Here is an opportunity to build change facilitation capacity in your organization, starting with yourself!

HIDF announces the third Certificate Program on Organisational Change Facilitation. The program aims to develop competent change facilitators both, to act as catalysts and help create responsive organizations that continuously learn from development practice.

Learning and transformation are critical for growth of all organizations today. Every organization small or big is amidst the throes of rapid adjustment in order to negotiate with a fast changing environment. The Organisational Change Facilitation Programme (OCFP) is about enabling individuals and organizations to creatively engage with change in a planned way in order that organizations remain relevant and effective. Professional change facilitators excel in process facilitation and “believe that how things are done between people and in groups is as or more important than what is done.” (Edgar Schein 1999).

Facilitating the process of planned change in development organizations and institutions (which include programmes, projects, federations, networks and movements) involves the following phases:



Each of these phases requires specific knowledge, skills and attitudes. This programme aims to provide opportunities for participants to develop these through four learning modules.

### ***For whom:***

The programme is for

- development practitioners in leadership roles
- managers in multi-sectoral development programs
- those engaged in internal capacity building or institutional development roles
- independent consultants involved with change facilitation
- leaders in funding agencies
- social entrepreneurs
- managers of CSR teams in organizations

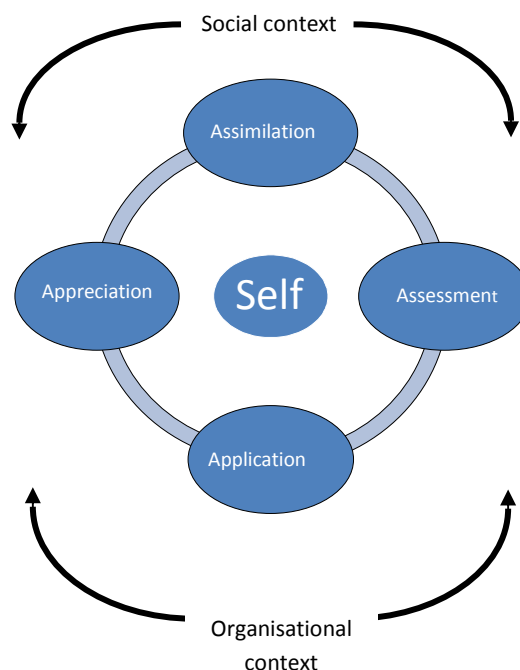
### ***Programme structure***

The OCF Programme is spread over 13 months. During the first eight months, participants will be engaged in four compulsory modules of two months each (see schedule below). Each module comprises of a six-day learning event followed by post-event activities which the participant is expected to do at her/his work place.

A special feature of the programme is that participants will receive mentoring support from experienced organisational development facilitators throughout the programme. Participants will be required to implement an application project related to Organisational Change Facilitation, apply learning, document their experiences and present them to a Review Panel.

### ***Methodology***

The following learning methodology will be used in the program:



The fulcrum of the organisational change facilitation is the SELF, the Change Facilitator. The Self is established in the organisational and social context through which the change process becomes relevant and meaningful. Learning about process facilitation involves "Appreciation" (valuing what is), "Assimilation" (internalizing the learning process), "Assessment" (diagnosing and evaluating what will work in a given organisational/ social context) and finally "Application" (implementing the learning in the context and learning from that experience).

## *Programme Schedule*

| <b>Learning Event</b>  | <b>Themes</b>   | <b>Dates</b>      |
|--|---|-------------------|
| Learning Event 1<br>Self and self in context                     | Developing Self Awareness as a Change Facilitator in the context of development perspectives and organisational realities | Nov 13 - 20, 2010 |
| Learning Event 2<br>Organization design and institutional field. | Understanding organisational models and developing competencies to conceptualize organizations                            | Feb 1 - 6, 2011   |
| Learning Event 3<br>Role and psychodynamics in organizations     | Learning about inter-personal, group and organisational dynamics. Managing roles and role boundaries                      | April 4 - 9, 2011 |
| Learning Event 4<br>Organisational change facilitation           | Designing appropriate change interventions and developing facilitation skills   | June 6 - 11, 2011 |
| Review and Evaluation  | Self assessment. Presentation of application project to review panel. Certification.                                      | Nov 21 - 23, 2011 |

### ***Certification***

Participants shall be awarded a certificate of accomplishment on successful completion of all requirements of the programme.

### ***Programme Contribution***

The programme contribution is Rs. 85,000. International participants will contribute US \$ 2500 for the programme. This includes tuition, programme materials, board and lodging at the venue during all modules. Travel costs are to be borne by the participants.

### ***Application procedure***

Interested applicants may send applications in the form provided, to HIDF by October 15, 2010. Selected candidates will be informed by October 22, 2010 and are required to remit the full contribution amount by cheque/demand draft favouring 'HID Forum' payable at Bengaluru, by October 30, 2010 in order that their place is confirmed.

### ***Scholarship***

A few partial scholarships may be available. Those requiring financial support may write to Director-Programme Administration, along with the application, making a detailed case with reasons and amount of support required.

### ***Programme venue***

All learning events are planned to be held in Bengaluru.

## *Core Group facilitating the programme*

### **Programme Director**

Dr. Anuradha Prasad; 30 years experience in development field; Process and Institutional Development Consultant

### **Director Programme Administration**

Vanya Joseph; 5 years of experience in the development field

## *Core group*

- Dr. Anuradha Prasad
- Haritha Sarma: Involved in the arena of social change for past 15 years in various roles. Passionate about designing and facilitating learning process towards empowering individuals and organizations
- Rosemary Viswanath; 25 years of experience in organization change and development and strategic planning focusing on the development sector
- R. Sankarasubramanian; 25 years experience in organization change management, leadership development and personal growth

## *Collaborating Organizations*

### **HID Forum ([www.hidforum.org](http://www.hidforum.org))**

The HID Forum was founded in March 2000 in Bangalore. HID is about supporting individuals, groups and organizations to enhance and develop their social and methodological competencies and enabling them to carry on social change and development processes more effectively. It brings together people from different professional and organisational settings, who aim to develop new ways of thinking, working and reflection about Human and Institutional Development (HID). MISEREOR, Germany supports a significant part of HIDF's core activities.

### **ISABS ([www.isabs.org](http://www.isabs.org))**

ISABS was founded in January 1972 as a professional body and is dedicated to understanding, developing and applying human process competencies through continuous experimentation, research and learning related to Applied Behavioural Science. Its members work as independent consultants, trainers, counsellors, academicians, training managers, personnel and human resource development managers in industrial and non-industrial organizations, and as community change agents.

### **Sir Ratan Tata Trust ([www.srtt.org](http://www.srtt.org))**

The Sir Ratan Tata Trust is one of the oldest philanthropic institutions in India, and has played a pioneering role in changing the traditional ideas of charity and introducing the concept of philanthropy. Through its grant making, the Trust supports efforts in the development of society, through institutional grants in areas of Rural Livelihoods & Communities, Education, Enhancing Civil Society & Governance, Health and Arts & Culture.

## Reflections on the programme from earlier participants...

*"The insights and perspectives gained during OCFP have impacted the way I look at an organization and the challenges faced by it. My diagnostic skills have been honed by this program both on a personal and a professional front. After OCFP I could apply my learnings and propose measures to address challenges within an organisational system. My confidence levels in independently handling interventions have increased tremendously. On a personal note, I am able to relate my emotions and stay with the experiences. I am able to look at the larger picture (and more strategically)."*

Shanti Yeachuri  
Consultant, Andhra Pradesh

*"The entire course methodology, content and participants' experiences have added value to my learnings to place my interventions in my organization. The various experts who came in were very good, and have added on to the programme a lot. The richness of the program has enabled my understanding of the development sector."*

Leslie Martin D  
Training Secretary, DBSU, Andhra Pradesh

*"OCFP built my understanding of organizations and organizational development in the development sector. Relating this with my experience gives me a perspective that helps me engage with organizations more meaningfully and effectively."*

Mohan Krishna  
Team Leader, Centre for Governance Studies in Nonprofits, Ahmedabad

*"In my organization the OCFP program has been considered to be an opportunity where not only me as a participant has developed new perspectives of assessing the organizational change needs, but a team of 10 more people who were part of the change project also developed their understanding on institutional/ organizational change processes. At a personal level my understanding and skills on facilitation of any change process and evaluation of organizations, assessing the needs for changes in an organization by involving all levels of stake holders has increased. I personally feel charged and equipped to take up any organizational assessment tasks."*

Alka Jani  
NGO program Coordinator /Trainer, Kutch Mahila Vikas Sangathan.

*"This course increased my confidence in change management tremendously. I had been practicing it, but was not confident of the theory, the course filled that gap besides opening me to many other perspectives."*

Wasundhara Joshi  
Director, SNEHA, Mumbai

### For further information contact

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