

# Training Report of Organisational Development Self-Assessment

Date: 1<sup>st</sup> to 5<sup>th</sup> December 2005

Venue: Sahbhagi Shikshan Kendra, Lucknow, Uttar Pradesh

Coordinator:

CMS (Bangalore),

Constructive Catalyst (Maharashtra)

Global Ideas (Lucknow).

Resource Person and Organisation:

Mr. Nandalal Narayanan

Mind Mentor, Bangalore

Organiser :

Management Consultant

PACS

Development Alternative/Pricewater house coopers

Workshop Objective:

1. Clarity of the term OD.
2. Understanding OD processes – how is it done?
3. Skills set to carry out the processes?
4. Self analysis of current level of skills gaps.
5. Moving beyond OD to ID – Implications from a learning and skills development perspective. Developing a Model for ID.

Method Followed:

Participatory interaction

Group Exercise

Organisation Visit and ODSA testing

Group work to develop the Action Plan

Topic covered:

- GENESIS, CONSTRUCT, VALIDITY, ANALYSIS, INTERPRETATION AND FEEDBACK
- DISCUSSION ON EXPERIENCE OF APPLICATION
- RELEVANCE AND USE OF THE OD PROCESS
- IMPACT OF LINGUISTIC CHANGES
- CREATING THE ORGANISATIONAL CLIMATE FOR THE ODSA
- ADMINISTERING THE ODSA
- DATA ENTRY

Report by: SRM, PM CB, PACS

File at: sos7/D:\data\SATYA RANJAN MISHRA\PACS\OD self assessment\Final ODSA NOV'05

- DATA ANALYSIS
- SETTING THE HYPOTHESIS
- PREPARING THE PRESENTATION
- ACTION PLANNING ON FURTHER ACTION POST ODSA

Organisation Visited:

- Vatsalya – Lucknow,
- Shramik Bharti, Kanpur,
- DEHAT, Bahraich and
- ABGSS, Bahraich.

Key Actionpoints:

- To form a Task Force with representation from each state and their CB in OD to prepare a strategic plan for OD initiatives in PACS. The Task force shall deliberate the followings:
  1. Technical Issues
    - Development of appropriate methodology
    - Orientation of CSOs on OD concept
    - Preparation of OD PRIMER
    - Refinement of OD tool in its present form for content, language and relevance
    - Creation of resource hub for OD initiatives
    - Development of alternate tools
    - Selection of partners
    - Formation of state based teams which will work with an external consultant
    - Alignment of ODSA with the MEAL processes
    - RO role clarity and opportunity for convergence in OD process
    - Monitoring in perspective of OD Facilitation Role. OD is beyond monitoring
  2. Programme Related Issues
    - Investment needed
    - ROs will also need to invest their time in CB efforts (contribution to the extent of 1/3<sup>rd</sup> of total time spent mostly in extensive OB processes)
  3. Approach to be adapted
    - Development of strategy for OD intervention at Network Level and Individual CSO Level
    - Issues related to OD processes being guided in a project mode versus CSO ownership
    - What will be the extent of involvement of PACS – Degree of CSO
- Share the OD workshop findings in Programme Support Team
- Identify the local resource person (OD)
- To develop the state level strategy
- Need of OD primer has to be studied and intimated to MC

Report by: SRM, PM CB, PACS

File at: sos7/D:\data\SATYA RANJAN MISHRA\PACS\OD self assessment\Final ODSA NOV'05