![PRIA logo] **Knowledge. Voice. Democracy.**
PRIA

PARTICIPATORY RESEARCH IN ASIA

in partnership with the Academy of Human Resource Development (AHRD) and with support from the A.T.E. Chandra Foundation and the Ford Foundation

WHY THIS OD INITIATIVE?

India's quest for sustainable development and democratic governance is challenged by growing inequalities, changing climate, and mounting exclusion. The non-profit sector is confronted with multi-faceted challenges including access to flexible resources and spaces. Effective contributions of the non-profits in promoting empowerment and participation of the marginalised communities depend on the organisations' ability to become more agile, adaptive, and strategic. However, an enabling support and facilitation ecosystem for Non-profits is largely missing in India. This initiative will address this gap by training a pool of professionals who are capable of providing OD support to grassroots non-profits.

is delighted to launch a new initiative

"ACCELERATING ORGANISATION DEVELOPMENT (OD) FACILITATION CAPACITY IN THE INDIAN NON-PROFIT SECTOR"

Applications Invited*

*Applications should be submitted by 29th December 2023

IF
- you agree that the Indian non-profit sector needs a pool of OD facilitators?
- you want to enhance your professional skills to become an OD facilitator?
- you ready to invest approximately 50 days to complete this OD course?

IF YES,

AND IF YOU MEET THE FOLLOWING CRITERIA, YOU ARE THE RIGHT CANDIDATE FOR APPLYING FOR THIS COURSE:

- A Master's degree (or equivalent) in management, social science, or similar discipline
- More than five years of working experience in non-profit organisations (preferably with some training and facilitation experience)
- Proficient in English and at least one Indian language (oral and written)
- Preference will be given to non-metro-based and women candidates

COURSE STRUCTURE AT A GLANCE

Online 32 Days

In-person 10 days

Practicum 8 Days

50 DAYS

Online Component 1
Modules 1, 2, 3 & 4
5 Feb - 2 Mar '24

Practicum 1
Module 5
11 - 22 Mar '24
(Any 2 Days - Onsite)

Residential Workshop 1
Module 6
1 - 5 April '24

Practicum 2
Module 7
15 - 27 April '24
(Any 4 Days - Onsite)

Online Component 2
Module 8
6 - 11 May '24

Residential Workshop 2
Module 9
3 - 7 June '24

Online Component 3
Module 11
27 - 28 June '24

Practicum 3
Module 10
10 - 22 June '24
(Any 2 Days - Onsite)

HOW WILL YOUR LEARNING PERFORMANCE BE MEASURED?

- Attendance in the sessions (weightage 20)
- Quality of participation in the sessions (online and face-to-face) and online discussion forums (weightage 20)
- Quality of engagement with the host organisation during practicum (weightage 20)
- Quality of submitted assignments (weightage 40)

The Cumulative Grade Point Average (CGPA) will be used for each component of the course – online reading and workshops, two residential workshops and practicum.

An average total CGPA will be calculated to assess the overall performance, post which participant would receive their certificate.

ENGLISH & HINDI MEDIUM OF TRAINING

WHAT SPECIFIC COMPETENCIES WILL YOU LEARN FROM THE COURSE?

By familiarising yourself thoroughly with an understanding of the organisational framework along with other OD theories and practices in non-profits, you will be able to facilitate:

▶ **a participatory organisational assessment to identify OD needs of the non-profit**

▶ **(re)formulate gender inclusive vision, mission and strategies based on external and internal assessments**

▶ **(re)design an appropriate organisational structure for the effective implementation of strategies and programmes**

▶ **developing a planning, monitoring, and evaluation (PME) framework for impact-driven outcome-based programmes with stakeholder engagement**

▶ **designing organisational policies and processes that support the empowerment of human talents and make organisations gender transformative**

▶ **creating mechanisms for the continuous development of transparent and accountable leadership and governance**
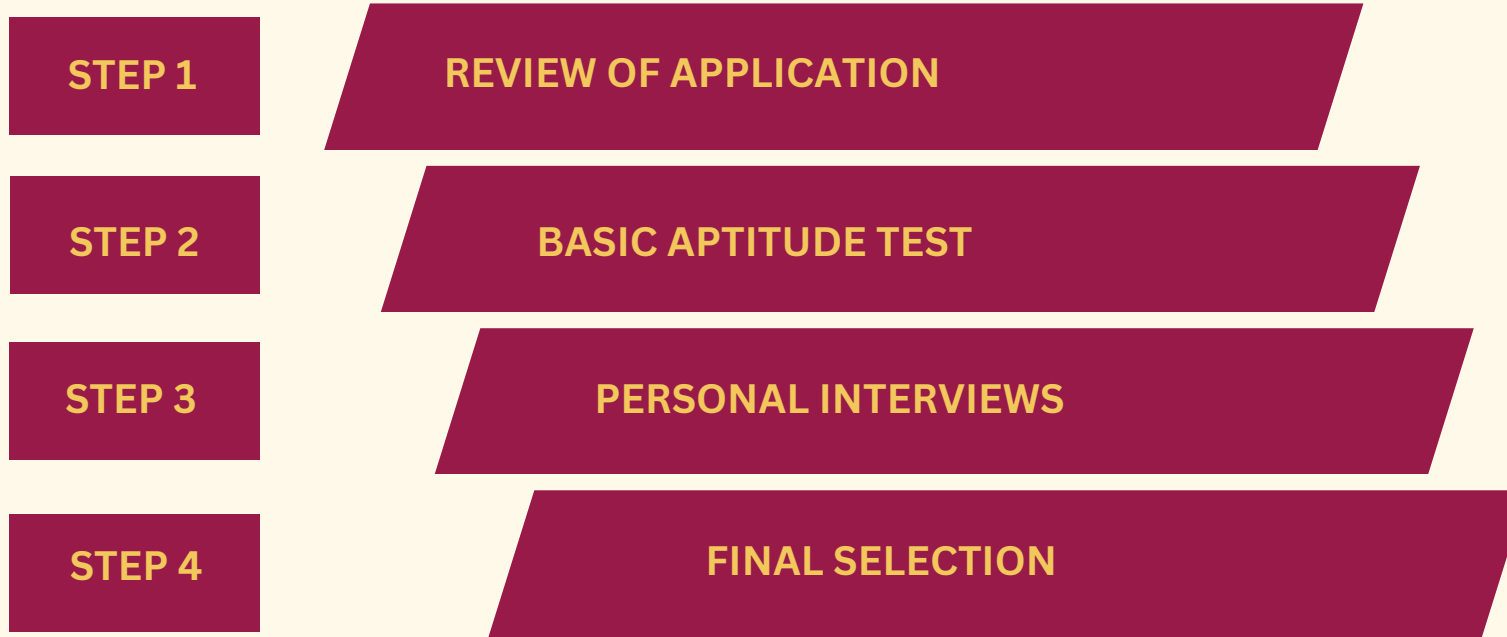
THE FEE FOR THE COURSE IS RS. 25,000/-
(A FEW BURSARIES ARE AVAILABLE.)
ADDITIONALLY, WE WILL PROVIDE A STIPEND OF RS. 20,000/-

SELECTION PROCESS

To apply for the course, please send your filled-in application along with a full CV (not more than four pages). After reviewing your application, if you are shortlisted, you will be invited to appear for an online Basic Aptitude Test and Personal Interview. Based on your performance at these steps you will be selected.

STEP 1	REVIEW OF APPLICATION
STEP 2	BASIC APTITUDE TEST
STEP 3	PERSONAL INTERVIEWS
STEP 4	FINAL SELECTION

A MAXIMUM OF 25 PARTICIPANTS IN EACH COHORT

For more information.
visit our website – www.pria.org
Email: odcourse@pria.org
Phone No.: +91 9999228993

Apply here –
GOOGLE FORM
OR
Download the form from website

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