**Facilitating Organisation Development (OD) in Non-profit Organisations**

**Second Residential Workshop**

**Date:** 3 to 7 June 2024

**Venue:** Hotel Goldfinch Delhi Hotel, Surajkund, Faridabad

**Programme Agenda**

**Learning Objectives**

Developing competencies for:

* planning interventions based on organisational diagnosis and presenting the diagnosis and action plans to the client organisation
* facilitating OD interventions with the client organisations
* process facilitation at different phases of OD

|  |
| --- |
| **Day 1: Monday, 3 June 2024** |
| 09.30 am to 10.15 am | **Session 1: Welcome, Introduction and Learning Objectives Setting***Reconvening & introduction of the programme agenda* |
| 10.15 am to 10.30 am | Tea/Coffee Break |
| 10.15 am to 01.00 pm | **Session 2: Three Parallel Sessions - Sharing and Learning from Practicum Phase 2***Each presentation: 15 minutes followed by open discussion for 10 minutes* |
| 01.00 pm to 02.00 pm | Lunch |
| 02.00 pm to 04.00 pm | **Session 2 Continues***Each presentation: 15 minutes followed by open discussion for 10 minutes* |
| 04.15 pm to 05.15 pm | **Session 3: Consolidation of Emerging Ideas and Issues***Based on the findings from individual presentations, a cluster of intervention areas will be identified for further discussion in the next few days and co-facilitator teams will be formed.* |
| **Day 2: Tuesday, 4 June 2024** |
| 09.15 am to 01.00 pm | **Session 4: Preparation for Sessions on Intervention Methods***Several co-facilitating teams, each comprising 3-4 participants, will be formed and each team will take responsibility for co-facilitating a session on at least one intervention area. Each team will be coached by the master facilitators.* |
| 01.00 pm to 02.00 pm | Lunch |
| 02.00 pm to 03.30 pm | **Session 5: Revisiting Organisational Strategy**Team 1 - KKB |
| 03.30 pm to 03.45 pm | Tea/Coffee Break |
| 03.45 pm to 05.30 pm | **Session 6: Restructuring Organisations and Tasks**Team 2 – Prof Harishmita |
| 06.30 pm to 08.00 pm | **Individual Coaching Sessions** |
| **Day 3: Wednesday, 5 June 2024** |
| 09.15 am to 11.00 am | **Session 7: Redefining Leadership and Governance Functions**Team 3 – RT – Situational Leadership & Power |
| 11.00 am to 11.15 am | Tea/Coffee Break |
| 11.15 am to 01.00 pm | **Session 8: Rebranding Organisational Values and Culture** Team 4 – Prof Harishmita & Harshita – Culture climate survey,  |
| 01.00 pm to 02.00 pm | Lunch |
| 02.00 pm to 03.30 pm | **Session 9: Inter-Personal and Inter-Group Conflict Management**Team 5 – KKB – conflict avoidance case study |
| 03.30 pm to 03.45 pm | Tea/Coffee Break |
| 03.45 pm to 05.30 pm | **Session 10: Process Consultation (Group Behaviour)**Team 6 – RT & Prof Harishmita – group observation sheet |
| 06.30 pm to 08.00 pm | **Individual Coaching Sessions** |
| **Day 4: Thursday, 6 June 2024** |
| 09.15 am to 11.00 am | **Session 11: Talent Acquisition and Management** |
| 11.00 am to 11.15 pm | Tea/Coffee Break |
| 11.15 am to 01.00 pm | **Session 12: Performance Management-I** |
| 01.00 pm to 02.00 pm | Lunch  |
| 02.00 pm to 03.30 pm | **Session 13: Performance Management-II** |
| 03.30 pm to 03.45 pm | Tea/Coffee Break |
| 03.45 pm to 05.30 pm | **Session 14: Team Building Interventions** |
| **Day 5: Friday, 7 June 2024** |
| 09.15 am to 11.00 am | **Session 15: Inter-Personal Competencies of OD Facilitator**FIRO B, IPP |
| 11.00 am to 11.15 pm | Tea/Coffee Break |
| 11.45 pm to 01.00 pm | **Session 16: Planning for Feeding Back Organisational Diagnostic Data to the Client Organisation and Agreeing on OD Intervention Planning** Reading material |
| 01.00 pm to 02.00 pm | Lunch |
| 02.00 pm to 04.00 pm | **Session 17: Follow-up Planning, Evaluation and Closure** |