



Organisation Development and Change Management An Introductory Workshop

What is Organisation Development?

Organisation Development (OD) is a body of knowledge and practice that enhances and sustains organizational performance and individual development. The Gestalt Approach to OD (GestaltOD) views the organization as a complex system, made up of sub-systems (including individuals and teams) that exist within a larger environment, each of which has its own attributes and degrees of alignment. Based on the gestalt principle that “the whole is greater than (or different from) the sum of its parts”, GestaltOD interventions are inclusive and participatory methodologies that build the organisation's capacity to align its internal structures and processes towards the creation and delivery of the goods and services demanded by current and potential clients and stakeholders in the immediate to long term. It helps to position companies and individuals competitively in the market. GestaltOD interventions include strategic planning and management, organization design and restructuring, leadership development, change management, performance management, coaching, team building, and conflict management/transformation in the work place.

Objectives of the Workshop

At the end of the three-day introductory workshop, participants would experience and enhance their ability to:

- Use self as an instrument of change in intimate and organisational settings
- Recognise, embrace and employ multiple realities and resistance as positive forces for change
- Manage differences and multiple cultures in organisational settings, and handle divergent opinions for creative joining towards mutually desired ends
- Appreciate different levels of system (individual, interpersonal, sub-group, organisational and societal) and how to effectively engage at these levels
- Observe patterns of behaviour in organisations and to selectively share observations as meaningful interventions for change



- Recognise, manage and transform conflict into beneficial engagements
- Recognise and handle one's own emotions effectively in service of self and others in a system

Who Should Attend

The workshop is intended for executives, managers, leaders, supervisors, facilitators, consultants and practitioners involved in leading organizations and teams, managing change and developing people and organisations.

The workshop is also intended for expert consultants who are beginning to use participative methodologies and qualitative approaches to their work, because of its strong leanings on humanistic concepts. The workshop also offers a rich framework of concepts and practice for the development of multi-cultural and emotional competence and how to work with diversity and difference.

Contents of the Workshop

A wide range of participatory adult learning methodologies will be used in this workshop. These will include group exercises, games, demonstrations, practicum sessions, discussions, narrative therapy, lectures, drawings and practical consulting

Day 1: Focuses on identifying who we are as individuals and as a community and the context in which we work and live. It entails becoming aware of how we ground ourselves and thereby engage with others and our environment. It will address the assumptions and paradigms we carry with us, and how they enhance or inhibit our effectiveness.

Specifically day 1 will also introduce our theory of change and theory of learning, supported by the gestalt concepts of: awareness, contact, figure-ground, cycle of experience, boundary, organism and environment.

Day 2: Will be about developing the competences in the use of awareness as the driving force in organisational assessment and change management. Participants will practice in multi-cultural teams to use awareness to enhance contact that results in shifts at the individual, dyadic, group and organizational levels.

Specifically day 2 will also introduce the gestalt concepts of: Multiple realities, Unit of Work, Contact and Resistance as energy in different directions.

Day 3: Will provide for practice in how to use self as an instrument in interventions, how to bring closure to interventions in ways that enhance self-reflection and learning within self and the client system. It will pull all the learning together, enabling individual participants to bring closure to their personal learning goals in an integrated manner. In addition it will provide opportunities and structures for participants to continue internalising and integrating lessons and skills from the workshop into their practice.

Specifically day 3 will introduce the gestalt concepts of: Use of Self and Presence, Closure and dealing with Unfinished Business.

Providers

The Organization Development Centre – Ghana is offering this training. The OD Centre-Ghana is an independent, non-profit organization registered under the companies' code of Ghana. It is set up primarily to provide organization capacity building services to local and international organizations and leaders in Africa. The OD Centre-Ghana is affiliated to the Gestalt Organization Development Partners LLC, USA.

Rev. John Nkum, Executive Director of Organization Development Centre- Ghana, will lead the training team. He is a seasoned international OD consultant and a faculty member of the International Gestalt and Leadership (iGOLD) Program. He is also a founding and management partner of the Gestalt OD Partners - LLC, USA.

Three seasoned members of the local faculty of the OD centre will join Mr. Nkum to offer the workshop. They are Mrs. Akosua Agyeman, Ms. Taaka Awori and Dr. Daniel Inkoom.

Venue: Erata Hotel, East Legon - Accra

Date: July 22nd-24th, 2015

Fees and Payments:

The fee for the 3-day non-residential workshop is **GHC1500.00** per participant. That covers tuition, hand-outs/materials, and a conference package of two snacks and lunch each day.

Contact

Interested participants should contact Rev. John Nkum, Executive Director, OD Centre-Ghana for payment of fees, latest two weeks before the workshop.

Telephone: 0244324 120; 0244369606; 0302-512 646

Email: odcgh@odcentreghana.com

