

# Management of Development Organization

## Introduction

Development organizations face many challenges today, particularly in the context of global financial meltdown, growing efforts to involve them as much as possible for the development of the poor and disadvantaged communities under the model of public-private partnership (PPP) promoted by the government, urgency of achieving millennium development goals and the increasing pressure to adopt inclusive approaches and strategies for community development. Such challenges have become necessary conditions for the development organisations to revisit their strategic and operational orientations. Therefore, the key question to be addressed is “can the development organisations embrace and manage change?” It is in this context, this programme is designed.

## Objectives

At the end of this programme, the participants will be able to:

- Use appropriate tools to scan and diagnose both the internal and external factors affecting the development organisations
- Understand and appreciate the need for adopting different governance structures and strategies
- Build coalitions and networks
- Use appropriate Organisation Change and Development (OC&D) interventions
- Initiate and manage changes in their organizations

## Expected Participants

Middle and senior level working in the development organisations and the organisations supporting development organisations, such as international/national donor agencies, government departments, training and research institutions and private corporations

## Suggested Topics

- o Emerging Challenges for Development Organisations
- o Millennium Development Goals
- o Organizational Scanning and Diagnosis
- o Organisational Design and Structure
- o Organisational Leadership and Governance
- o Building a Culture of Learning Organisation
- o Building Coalitions and Networks
- o Interventions for Organisation Change and Development
- o Competencies and Values for Organisational Change and Development
- o Making and Managing Change

### Programme Director

Prof. S. Peppin

### Duration

5 days: November 17-21, 2009

### Venue

Bhubaneswar