



Developing Your Organisation

A five day programme running over January to March 2012

Developing your organisation is a constant process, and especially important when the economy is stagnating. This programme provides you with expertly-facilitated time out to learn about organisational development.

We will use a variety of learning tools, processes and organisational change theories in a series of modules and coaching sessions.

And crucially, over the duration of the learning programme, you will actually work upon an organisational development initiative that is tailored to your own organisation's needs.

By learning together with other organisations on the programme you will broaden your applied working knowledge about how change happens, as well as creating a network of peers who are sharing the challenge.

The programme takes five days, spread over three months. We start with a two-day module, followed by individual coaching sessions, then another two-day module, more coaching and a final review day.

To get the best from this programme, we encourage organisations to send two participants at management / development worker level who can work together in implementing the planned organisational change that comes out of this learning.

Fantastic value!

A Flexible Training Opportunities grant could cover up to 50% of the cost of this training



Skills
Development
Scotland

The normal cost of the entire programme is £1400 per organisation for two participants, including all materials, lunch and refreshments. But thanks to a potential grant of up to half the cost per attendee, the course could cost you only £700 for two places. That is £350 per participant, both of whom will receive five days expert training, as well as access to our consultants through one-to-one surgery sessions. The grant is awarded through Skills Development Scotland and is called Flexible Training Opportunities. See page three for more details.

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The quality of the course tutors is excellent and the learning style is both supportive and challenging.

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I have learn more about a systemic approach to organisational development and have had the chance to test out new learning in an experiential way during the course.

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The grounding in skills of analyse and working with role have become central tools for the leadership and organisational change I'm involved in.

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(The) delivery style was really good, relaxing and everyone felt comfortable.

Course consultants

Joette Thomas and Duncan Wallace

Joette Thomas and Duncan Wallace work on organisational change projects with voluntary organisations both nationally and internationally. They also train and supervise organisational development consultants through the Craighead Institute, and work one to one with individuals to support their development and effectiveness in their organizational roles. Both have years of experience of the Scottish voluntary and community sector. They say:

“Through our work we are increasingly aware that leaders are finding themselves needing new skills to redevelop their organisations. Mainly this is because of the exceptionally challenging times financially for the voluntary and social enterprise sector, but it is also that models and frameworks that worked in the past need to change. So it is time for leaders to look at their organisation with fresh eyes, enabling flexibility and innovation.

“This development programme will help managers, chief officers and leaders to develop frameworks and support to enable them to shape their organisation to what it needs to be now.”

Course materials developed by Craighead Institute

This development programme draws from the materials and experience of the Craighead Institute’s Diploma in Organisational Development, Leadership and Facilitation, which is run in conjunction with Glasgow University.



The programme dates

9.30am – 4.30pm all days

Modules One and Two

Monday 30th and Tuesday 31st January 2012

- Exploring the context
- Conducting an organisational review
- Stages of organisational development
- Theories of organisational change
- Shaping your change project, including supporting structures within your organisation
- Using the service development cycle (Boston Matrix)

Modules One and Two will be followed by individual coaching sessions of 1.5 hours for each organisation. These will concentrate on developing your plans and helping you to decide what areas to focus upon.

Modules Three and Four

Wednesday 22nd February and Thursday 23rd February

- Developing organisational culture
- Mapping the immunity to change
- ‘Wicked problems’
- Risk and Innovation
- Understanding roles, power and authority in relation to change
- Positioning your organisation

Followed by another individual coaching session of 1.5 hours for each organisation.

Day Five: Review day

Monday 26th March 2012

Action Learning sets looking in more detail at the issues that have emerged.

You could get up to half back on the cost of this training



The normal cost of the entire programme is £1400 per organisation for two participants, including all materials, lunch and refreshments. But thanks to a potential grant of up to half the cost per attendee, the course could cost you only £700 for two places.

The course organisers have teamed up with Skills Development Scotland to help you to access potential grants of up to half the cost of this training, through their Flexible Training Opportunities scheme.

Any Scottish organisation with fewer than 150 employees can apply for Flexible Training Opportunities funding for this Organisational Development course. You need simply apply to Skills Development Scotland, stating that you wish to attend this training and that you would like to apply for the Flexible Training Opportunities grant. They will take you through the information they need, and have a decision within five days.

We will be delighted to help you to access the FTO funding application form. And, if your attendance at the training course is dependent upon getting a Flexible Training Opportunities grant, we shall be very happy to hold you a provisional spot on the training course.

Our venue



44 Ashley Street, Glasgow, G3 6DS

Our venue is the Albany Learning and Conference Centre, in Glasgow's Woodlands district.

Primarily intended as a learning centre for Glasgow's voluntary and community sector employees, the venue also functions as a first-rate training facility for courses such as ours.

The Albany Centre has its own cafe, where we provide lunch for training participants.

www.gcvts.org..UK/albany

To apply for places

To get the best from this programme, it is important that organisations send two participants at management/development worker level who can work together to take forward the learning involved. How to apply:

1. If you have an emailed version of this information, please fill in the Word application form also attached and email it back to: **Duncan@Craighead.org..UK**
2. If you have a hard-copy invitation, email Duncan and he will send you the Word application form by return: **Duncan@Craighead.org..UK**

The courses tutors will contact you to take forward your application, upon receipt. Meantime, if you would like to chat through the course please feel free to contact Duncan on 07786050893