

ORGANIZATIONAL DEVELOPMENT AND CHANGE WORKSHOP held on 6th – 12th September'15

To enhance the capacity of NGO partners, TATA Trusts along with TARA Livelihood Academy (TLA) and TATA Institute of Social Sciences (TISS), conducted an residential Organization Development (OD) Capacity Building workshop in Mumbai, from 6th – 12th September 2015.



Ten NGOs participated in the workshop with two representatives from each NGO. The participants were by design senior officers of the rank of Chief Executive Officers, Directors, Project Managers, etc. Over the 6 days of the OD workshop, participants were exposed to basics of organizational development, concepts of behavioral sciences and the fundamentals of change methodology. Keeping in consideration the fact that a majority of the participants were new to the concept of OD and change methodology, the workshop was designed to be highly participative through a minimum of lectures and more focus on exercises and study groups. The focus was on experiential learning and self-study and the participants were proactively involved in each session of the workshop. As each session passed, the participants' grasp of the principles and concepts rose fast and the learning was quite rapid. The participants started relating the concepts of OD with the work and needs in their own organizations. In fact on day 6 all organizations prepared an action plan for three months on how they plan to apply OD to their organization.



From Left to Right: Group Study in Progress and Participant sharing their learning