



**COMMUNITY WORLD SERVICE ASIA
OFFERS A WORKSHOP ON
ORGANIZATIONAL DEVELOPMENT
MAY 24-27, 2016
AT O'SPRING ESTATE MURREE**

Community World Service Asia is a regional organization implementing humanitarian and development initiatives throughout Asia since 1954. We aim to address factors that divide people by promoting inclusiveness, shared values, diversity, and interdependence. Respecting the right to choose how to live, we work with marginalized communities in order for them to overcome inequality and lead peaceful, dignified and resilient lives. We engage in the self-implementation of projects, cooperation through partners, and the provision of capacity building trainings and resources at the national, regional, and global levels. Our organization demonstrates clear ownership towards partner CSO's through the provision of various skill trainings and workshops. We aim to strengthen institutions and improve their efficiency.

Training Overview:

Starting or running an NGO can be a lengthy and time consuming process. The difficulties of the process can be, however, minimized by following a consistent series of steps and seeking advice when needed. This is where Organizational Development comes in to the picture, by guiding us about how to optimize the use of organizational resources to improve efficiency and expand productivity. It can be used to solve problems within the organization, or as a method of analyzing a mechanism to find a more efficient way of carrying out a task. The aim of this 4 day residential workshop is to train the executive management of small NGOs on various components of OD, while specifically focusing on developing an understanding of clear roles and responsibilities between an organization's board and management, decentralized organizational and decision making structures, and finally how to promote a standardized organizational culture to achieve this.

Culture is a dynamic element, it is dense and complicated. It is a fabric woven from countless implicit and explicit events, norms, and symbols. Trying to define or outline a specific culture often seems like an exercise akin to quantum physics. Yet, culture is observable and strong at its core. And it is present in every organization regardless of whether it is acknowledged or fully understood.

Culture is vital to the well-being and success of an organization. It reduces uncertainty by creating a common methodology and language for interpreting events and issues; it provides a sense of order so that all team members know what is to be expected; it creates a concept of continuity; it provides a common identity and unity of commitment, a sense of belonging; it offers a vision of the future around which an organization can rally. It is, in short, an asset that can and should be managed in support of organization goals.

Workshop's Objectives

1. To orient the participants with the core concepts of organizational structure and its various models
2. To orient the participants with the basic notion of culture
3. To provide the participants with an opportunity to understand the relationship between organizations' structure and culture
4. To provide the participants with an opportunity to re-conceptualize their understanding about the organization's structure and culture with contemporary models
5. To allow the participants to contemplate on those values which work behind their particular organizations' structure and culture
6. To equip the participants with the tools which help them to assess their organization's structure and culture and make the necessary modifications according to their needs and requirements.

During this Workshop, Participants Will:

- Learn to understand, appreciate and accept their responsibilities as cultural leaders and take greater ownership of this role
- Be introduced to the six critical elements of workplace cultural excellence
- Have the opportunity to quickly assess the current strengths and weaknesses of their own respective workplaces' culture or subculture
- Discover an effective process that can be used to build a truly high performance workplace culture in their respective organizations
- Suggest over ten most important organizational values, each participant will select the ones that are most important to each individual and their groups as a whole
- Arrive at a unanimous agreement on the four to six key values that will be offered to their top executives for review, modification and adoption as the core values for their organization.

Six Core Themes of the Workshop:

1. Introduction to Organization's Structure
2. Understanding Culture from Semiotics' Perspective
3. Key Elements of Organization's Culture
4. Values at a Workplace
5. Communication and Organization Culture
6. Holistic Picture of Organization Culture

How Will You Learn?

Participants will learn through interactive and participatory approaches. Peer Learning Method (PLM) will be the key part of the training, which allows participants to learn from each other, and helps in sharing professional experience and best practices from an individual perspective. Re-conceptualization and re-construction exercises will also be conducted to provide unique opportunities of learning.

Workshop language will primarily consists of English and Urdu.

Who Should Attend?

This workshop is designed for Management and HR personnel of organizations, specifically those personnel who are in-charge of leading and directing their organization's culture.

Workshop Facilitator

Sohail Muhammad Ali is a leading Consultant, Trainer and Educationist with over 20 years of Social Development Sector's experience. His expertise in Communication Techniques, Organizational Structure & Culture, Conflict Resolution, Negotiation Skills, Conflict Resolution, Participatory Rural Appraisal, Social Mobilization, Advocacy techniques, is well recognized nationally and internationally. He is running his own organization, named Tao of Leadership. He got a diploma in Participatory Communication from Ohio University, USA (March 2006) and a diploma in Leadership Skills from Coghill & Berry (London). As a seasoned Consultant and a Trainer, he has served multiple organizations including, but not limited to, Transparency International, Action Aid Pakistan, Lead Pakistan, British Council, UNICEF, British High Commission, German Embassy, Aga Khan Foundation, Association International des Audients en Sciences Economies et Commerciales (AIESEC), as well as the International Foundation For Electoral System (IFES).

Details

This training will take place from May 24-27, 2016 from 9:00 a.m. to 5:00 p.m. on a daily basis in Murree. (Venue details will be communicated to confirmed participants only). The respective organizations are responsible to cover the travel costs of their participants. A registration fee of RS. 10,000/- is required, that covers the cost of food and accommodation.

Special scholarships are available for those organizations that send two or more females to attend the training.

A 30% early-bird discount will also be given to applications received before May 15, 2016, whereas the final deadline for applications is May 20, 2016. Please be assured that incomplete applications will not be entertained.

Contact Information

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Disclaimer:

Community World Service Asia will not be held liable for any damage, loss, illness, injuries, or death that may occur during the course of the training or travel to and from the training