

**COMMUNITY WORLD SERVICE ASIA  
OFFERS 4 DAY RESIDENTIAL TRAINING ON**

# **ORGANIZATIONAL DEVELOPMENT**



**MARCH 28-31, 2017  
AT PESHAWAR, KPK**

## COMMUNITY WORLD SERVICE ASIA:

Community World Service Asia has been present in the region since 1954 and is a registered organization with Governments and Networks. The organization comprises of a committed governing board and a diverse team. It works through a robust accountability framework and maintains strong relationships with communities and partners.

Our focus areas include: disaster management; education; health; livelihoods; peace and democracy; WASH; and quality and accountability. 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.

In line with our commitments to quality and accountability, we are members of the Core Humanitarian Standard (CHS) Alliance and the Sphere Country Focal Point in Pakistan and the Regional Partner in Asia for the Sphere Project. We are HAP certified and achieved the first Quality Mark from People in Aid. Our commitment and role enables us to collaborate with key partners on advocating, building capacity, and enhancing quality and accountability of humanitarian action throughout the region. Community World Service Asia is ISO 9001:2008 certified and has also received the USAID management standards certification. We have also been certified as a Gender Friendly Organization (GFO) in Pakistan.

We are members of the ACT Alliance, Asian Disaster Risk Reduction and Response Network (ADRRN), Active Learning Network for Accountability and Performance (ALNAP), Agency Coordination Body for Afghan Relief (ACBAR), the Global Network of Civil Society Organizations for Disaster Reduction (GNDR), International Council of Voluntary Agencies (ICVA), Pakistan Humanitarian Forum (PHF), the Rights of Expression, Assembly, Association and Thought (REAT) Network, Network for Empowered Aid Response (NEAR) and the START Network. We are signatories to the Red Cross/Red Crescent Code of Conduct for NGOs in Disaster Relief and also adhere to other policies including a Code of Conduct for Child Protection and the Minimum Economic Recovery Standards (MERS).

## 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. 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 structure.

Culture is vital to the well-being and success of an organization. It reduces uncertainty by creating 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 provides a common identity and a sense of belonging. In short, an asset that can and should be managed in support of organizational goals. The focus of the workshop will be on both fundamental concepts and practical application of Organizational Development (OD). The workshop will provide emerging organizations an OD approach that can then be customized to various areas and scope of change and development.

## **TRAINING OBJECTIVES**

1. To orient the participants with the core concepts of Organizational Development
2. To allow the participants to contemplate on those values which work behind their particular organizations'
3. 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 TRAINING, 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 TRAINING**

1. Introduction to Organization's Structure
2. Understanding Culture from the Perspective of Semiotics
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.

The workshop's 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.

## TRAINING 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. He is well recognized nationally and internationally. Sohail Muhammad Ali 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).

## FURTHER DETAILS

This training will take place from March 28-31, 2017, starting from 9:00 a.m. till 5:00 p.m. on a daily basis in Peshawar, (Venue details will be communicated to confirmed participants only). Those organizations sending in their employees as participants are responsible to cover all travel costs. A registration fee of PKR. 10,000/- is required, which covers the cost of food and accommodation for each participant. Furthermore, an early-bird discount of 30% will be given to applications received before the March 15, 2017, whereas the final deadline for applications is March 20, 2017. Please be assured that incomplete applications will not be entertained.

**Note:** For female 50 % scholarships are available by the deadline March 10, 2017.

## 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.*