Organisational Change and Leadership Development

3 Day Workshop
18 – 20 March 2020

Register Before 5 March 2020 for 10% discount

Objectives
- Developing an understanding about organisational change management and role of leadership;
- Developing an understanding about organisational design and framework for assessment (diagnosis), planning and change interventions effectively;
- Developing skills to use a range of participatory methods for steering and managing organisational changes as leaders.

Rationale
Change is inevitable. Like any other living entity, organisations also change over time, triggered by both internal and external factors. Organisational Change, however, refers to planned changes as opposed to emergent, spontaneous or reactive changes. The organisations associated with development sector need to be both agile and strategic in the face of continuous turbulent changes in the eco-system in which they operate. Shifting demographics have also resulted in sea of changes in the organisational culture and ways of doing development interventions. While the established organisations need to adapt to the new aspirations and priorities of young members, the new generation organisations like social enterprises need to be even more innovative to remain relevant. The leadership in both types of organisations need to steer these changes in a manner so that the organisational mission remains at the centre. They need to acquire new people skills to be able to drive organisational changes as well as to garner support from the external stakeholders.

The workshop on Organisational Change and Leadership Development is meant for the leadership of medium sized development organisations who are grappling to manage their organisations and inter-organisational relationships efficiently. These leadership could already be successful but are confronted with the emerging external changes. The workshop will use a range of participatory learning methods like interactive lectures, case study analysis, exercises, games, simulations, and role plays to make learning effective and motivating.

Structure
- Organisational framework
- Organisational change with a particular focus on development organisations
- Participatory assessment of the external environment
- Participatory organisational assessment (diagnosis)
- Strategic planning
- Vision, mission and strategies
- Identifying strategic issues, choices and alternative strategy
- Organisational structure and design changes
- Leadership and governance in development organisations
- Role of leadership in organisational change
- Planning and managing organisational change

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Course Details - At A Glance
Course code: WS-E-206
Type: Face to face
Language: English
Duration: 3 Days
Date: 18 - 20 March
Fees*: INR 12000/US$ 200
Early bird: 10% discount before 5 March, 2020
Participants: CSO, CSR, Foundation and Social Enterprises
*Inclusive of 18% Goods & Service Tax

Fees to be paid through CC-Avenue Payment Gateway
The payment gateway option is directly integrated with our online application form. The application form should be filled and submitted online.

Fees to be paid in Indian Rupees
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Name of the Bank: Axis Bank Ltd.
Address of the Bank: K - 1998, Chittranjan Park, New Delhi - 110019
Account Number: 913010024103220
IFSC Code: UTIB0000430

Fees to be paid in US$
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Facilitators
Dr. Rajesh Tandon is the Founder-President of PRIA and an internationally acclaimed scholar and civil society leader. He holds UNESCO Co-Chair on Social Responsibility of Higher Education and Community Based Participatory Research. He is a pioneer in Participatory Research and Participatory Training Methodology. Over 50 years, he trained, mentored, and coached hundreds of civil society leaders across the world.

Dr. Kaustuv Kanti Bandyopadhyay is the Director of PRIA and Head of PRIA International Academy. He is an internationally acclaimed researcher, trainer and practitioner. Over 25 year, he has led several flagship programme initiatives of PRIA in participatory governance and democracy. His expertise includes Organisation Development, Strategic Planning, and Monitoring & Evaluation.

For more information:
Please visit pria.org/academy or write to pia@pria.org