

Information for Community Consulting Team Volunteer

Consultants

Who We Are

The BCO initiative is a mentorship program for emerging practitioners of Organizational Development (OD). Under this program, emerging OD practitioners volunteer to work on organizational issues with non-profit client organizations in the lower mainland. Their work is shadowed and led by a senior consultant(s) who provides them with coaching and mentoring as they work collaboratively with the non-profit client generally on 2 – 4 month long projects.

The team of volunteer OD practitioners are members of the BC Chapter of the Organizational Development Network (BC OD Network) – a Vancouver-based professional organization. Their backgrounds range from students of Organizational Development programs to professionals in related fields who are making a career change.

The senior consultants have at least 10-15 years of Organizational Development experience.

How does it work?

The consulting team of emerging OD practitioners meets with members of the non-profit client organization to appraise the situation, assess the needs to be addressed and discuss the general parameters of the project. The consulting team then meets as needed with the client to further clarify the issues and make recommendations for future action. The senior consultant works closely with the consulting team at each stage in the process as the project progresses and contacts the client for information only, leaving the consulting to the volunteer team.

The Vancouver BCO is modeled after a successful Seattle program called “Community Consulting Partnership”. For more information on their program please visit their website at <http://www.ccpseattle.org/>

Requirements:

- Must be a BCODN member.
- Needs to be available to work with clients during normal business hours.
- Wants to improve his or her OD consultation skills and wishes to pursue a career in OD consulting.
- Able to commit approximately 3 - 5 hours a week for 2 - 4 months working with other team members and a mentor.
- Understands that there are no remunerations or other forms of compensation for the work they perform. The rewards of participation are contribution to the community and sharing in a learning environment.
- Collaborates effectively with others (teamwork is crucial), active listener, takes initiative, open to giving and receiving feedback.

- Potential candidates need to submit their resume, and the Volunteer Profile Information Form (available at this website) to the ‘keepers of the flame’ to help us in selecting effective candidates for this program.
- The members of the consulting team (and the mentor) agree **not** to use the BCO consulting project as an opportunity to attempt to build a ‘for-profit’ business relationship with the client.

Desirable:

- Can deal with ambiguity and receptive to change
- An independent thinker, embraces change, thrives on learning
- Brings varied skills and experience
- Can be engaged and highly energized.
- Appreciates diversity, can appreciate other people's perceptions
- Able to build trusting relationship with clients.
- Has some background in Organization Development including, human development, group dynamics, organization design, organization effectiveness, organizational change, social science, behavioral science etc.