

**BC ORGANIZATION DEVELOPMENT NETWORK
BUILDING COMMUNITY ORGANIZATIONS INITIATIVE**

BCO: 'KEEPERS OF THE FLAME'

Current Chair: Neil Kyle neiljkyle@shaw.ca

Current Members: Kay Kobayashi keikob@shaw.ca
Marilu Mayuga mmayuga@telus.net
Sonya Randle srandle@ca.inter.net

BCO 'Keepers of the Flame' Roles:

- To develop and market information about the BCO initiative.
- To solicit and screen mentors, volunteer community consulting team members, and clients.
- To keep a database of mentors, team members, clients, and projects.
- To develop and conduct the initial orientation meeting for community consulting teams with new projects.
- To work with mentors to assist community consulting teams in obtaining information, expertise and training as needed.
- To conduct post-project reviews for the purpose of learning how to be more effective in handling projects and meeting our mission.

Guidelines for 'Keepers of the Flame' Selection of Volunteer Consultants

The 'Keepers of the Flame':

- encourage participation from individuals who have a strong desire to develop their consulting experience.
- will choose volunteer consultants based on their background, interest, motivation and future career plans cited in the candidates' resume, essay and profile, in order to have a team with complimentary backgrounds, skill sets and experience .
- will have at least one or two members with some background in OD.
- will have at least one person in a team with basic, group facilitation skills.
- recognize and promote diversity in a team.
- support the basic tenets, values, approaches and methods aligned to the OD profession and the BC ODN. (see "Organization and Human Systems Development Credo" available at <http://www.odnetwork.org/credo.html>)

Guidelines for 'Keepers of the Flame' Selection of Mentors

- 10 – 15 years of OD experience.
- Enjoys the coaching and mentoring role.
- Open in ideas and approach to OD and organizational issues but also willing to be directive with the community consulting group to assist in their learning and to meet the clients' needs.
- Over the course of a project, is willing to provide approximately two to three hours/week of mentoring, either in-person, on-the-phone, or by e-mail to the community consulting team.
- Is a good match for the community consulting team members, client and client issue in terms of preferred consulting style and OD experience.

Guidelines for 'Keepers of the Flame' Selection of Clients

- Is a non-profit organization.
- Needs outside help with a workplace issue that is not so critical or complex that it is likely beyond the skills of the community consulting team.
- Lacks the financial resources to hire a consultant.
- Is willing to work with a less experienced OD community consulting team under the direction of an experienced consultant.