

BC ORGANIZATION DEVELOPMENT NETWORK BUILDING COMMUNITY ORGANIZATIONS INITIATIVES

INFORMATION FOR CLIENTS

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 program that has been running in Seattle for six years. For more information on their program please visit their website at WWW.scn.org/ccp .

Building Community Organizations – FAQ's

What is Organizational Development (OD)?

OD is an interdisciplinary field of practice based on management, psychology, human relations, systems-thinking and organizational behavior. OD consulting focuses on

helping organizations function more effectively and efficiently by aligning the human system and the organizational culture and structures with the business strategy.

INFORMATION FOR CLIENTS Cont'd

What types of organizational issues can the consulting team help with?

Staff development, communication, teams, change management, organizational design, strategic planning, process improvement and performance improvement.

What are the professional backgrounds of the team members?

Some are students who are currently enrolled in graduate OD work, some have completed OD programs and all are professionals who have worked or are working in related fields: Training and Development, Human Resources, Performance Improvement, Management Coaching, Psychology and Community Development.

What is the consulting process?

The process starts with an initial “needs assessment” meeting between members of the organization and the consulting team. The team then completes a needs analysis, identifies the issues and provides recommendations for actions to be taken. Depending on time constraints and agreed upon parameters of the project, the team may also work with the organization through the implementation and follow up stages.

When did the program start?

The program was launched in January 2003.

How does a non-profit community organization get involved? Are there criteria?

The non-profit organization must:

- a) need outside help with workplace issues.
- b) lack the financial resources to hire a consultant.
- c) be willing to work with a less experienced OD consulting team under the direction of an experienced consultant.

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