

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

### **INFORMATION FOR MENTORS**

#### **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](http://WWW.scn.org/ccp) .

#### **Requirements:**

- You have 10 – 15 years of OD experience.
- You enjoy the coaching and mentoring role.
- You are open in your ideas and approach to OD and organizational issues but you are 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 2 – 4 month project, you are prepared to commit approximately 2- 3 hours/week of mentoring, either in-person, on-the-phone, or by e-mail to the community consulting team.
- The mentor (and the members of the consulting team) agrees **not** to use the BCO consulting project as an opportunity to attempt to build a ‘for-profit’ business relationship with the client.
- If you are interested in being a mentor, please submit a copy of your resume and a description of your preferred consulting style to the ‘keepers of the flame’. This will help us in selecting mentors and matching them to community consulting teams and clients.