

**B.C. ORGANIZATION DEVELOPMENT**

**NETWORK**

**BUILDING COMMUNITY ORGANIZATIONS**

**INITIATIVE**

## **BUILDING COMMUNITY ORGANIZATIONS**

November 5, 2003

### **Our Vision**

(Sept, 03)

- The BCO group makes a difference. They transfer skills, knowledge and perspective to their clients.
- The BCO group creates value for the community.

### **Our Values**

(Sept, 03)

- We model the values of the OD profession in ourselves and our consulting practices (as outlined in the following document, “Organization and Human Systems Development Credo” available at <http://www.odnetwork.org/credo.html>)
- We value learning and sharing our learning to support others’ success at every level.
- We recognize our limits and the boundaries of our own expertise.
- We show respect for all others. We have a collaborative climate of teamwork.
- We make a meaningful contribution to our client organization; at the very least, we do no harm to the client.
- We accept and respect the purpose of our client organization; otherwise, we will choose not to offer our services.

### **Our Mission Statement**

(Sept, 03)

The BCO group creates a difference by working with non-profit clients to build community organizations, by:

- Supporting non-profit clients to achieve their vision so they are better able to service their clients and community.
- Facilitating collaborative learning to enhance OD practices and capabilities, and the transfer of increased learning and these capabilities to the client.

## **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 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:

- 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.
- Able to attend the CCT meetings, and all of their individual respective team meetings, throughout the project life cycle.

- 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.

## VOLUNTEER PROFILE INFORMATION<sup>1</sup>

If you are interested in volunteering for being on a Community Consulting Team, please provide us with the following information.

First Name: \_\_\_\_\_

Last Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City & Province: \_\_\_\_\_

Postal Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email: \_\_\_\_\_

### 1. I am interested in being a volunteer consultant (please check all that apply):

- During the next 3 – 4 months.
- Anytime during the next 12 months.
- Contact me whenever you need a volunteer.
- I have read the requirements for community consulting team volunteers. (If not, please do so before applying.)

### 2. My past experience with Community Consulting Teams:

- This is my first application.
- I applied and was invited to participate but had to decline.
- I have previously participated on a community consulting team but was only able to work for part of the project.
- I have previously participated on a community consulting team in completing one or more projects.

<sup>1</sup>Based upon the Seattle Community Consulting Project Volunteer Sign-Up

**3. Prior organizational consulting/organizational change experience. (This helps us determine diverse skill sets for use on CCT's. Your answers will not exclude you from participating on a CCT.)**

**Please check all of the following that apply to you:**

- I have never done any of this kind of work.
- I have done simulations, role plays, case studies, college/university courses, or workshops concerning organizational work.
- I have worked with others on organizational consulting or organizational change projects that included an experienced lead consultant or faculty person.
- I have direct experience in facilitating group sessions during an organizational consulting or organizational change project.
- I have worked for several clients by myself where I had responsibility for the work but where another person had ultimate responsibility to the client.
- I have worked as an independent consultant with responsibility for the entire process.

**4. How flexible is your schedule? (Please check one.):**

- Completely flexible, my commitments allow me to meet virtually any day or evening.
- Moderately flexible, I have 3 hour time blocks available for scheduling meetings or consulting activities during several business days a week. I am also available during several evenings a week.
- Somewhat flexible, I have 3 hour time blocks available for scheduling meetings or consulting activities on at least one business day a week. I am also available during at least one evening a week.
- Not very flexible, but I would like to see if I could make it work.

**5. Why are you interested in being on a Community Consulting Team? Please write a short paragraph.**

**Please email this completed form to: [neiljkyle@shaw.ca](mailto:neiljkyle@shaw.ca) or mail a hard copy to:**  
**British Columbia Organization Development Network**  
c/o Mitch Romanchook,  
Human Resource Services, City of Vancouver  
453 West 12th Avenue, Vancouver, BC V5Y 1V4