

# Understanding Organization and Facilitating Change Processes in International Collaboration

This course is especially designed for those who have been assigned to an advisory position in a managerial, expert or project manager role and wish to extend their understanding of organizational cultures and change manangement processes. The training emphasizes the organizational dimension in designing advisory processes from a systemic oriented point of view. This takes into account the intercultural implications of advisory context, helping to facilitate organizational change more efficiently and successfully.

In this training, the participants will acquire the skill to cope with dynamic,

complex and partly contradictory situations in an appreciative and solution-oriented manner. They will be aware of the opportunities and limitations of well-aimed change impulses and techniques.

## Learning Objectives

At the end of the training, participants will have

- an overview of different approaches of organizational consulting from a systemic perspective.
- gained an insight in the dynamics and complexity of organizations in the context of an intercultural work environment
- known fundamental elements of organizations as well as specific instruments of analysis and diagnosis.
- known fundamental theories and basics of systemic oriented change management processes and selected instruments to start change
- explored influencing factors which enhance or hinder change in organizations.
- reflected their role regarding the options or limitations of change counselling in organizations
- gained an awareness of the potentials and limitations of change management in your respective organizations and of your advisory assignment and role.
- developed and reflected the first steps of initiating change processes

# Content / Topics

- Definition and boundaries of organizational concepts, theories and perspectives of change from a systemic perspective
- Different ways of looking at organisations, as a system and a culture
- Core process levels of systemic intervention the intervention tree
- Exemplaric basic tools for analyzing organisations
- The impact of cultural influences, indivdual mind sets and situational factors
- Psychological dimensions of change and dealing with resistance
- How to start a change process the role of ownership
- Personal ideas and first steps towards facilitating change in an organisational context







Date: 10-14 and 17-21 October

Venue: Bangkok

**Course fees:** 1,810EUR per person\* \*including training materials (meta planning tools), documents, lunch and snack

Number of participants: up to 12



### About the trainer



Dr. Heinrich Dürscheid has been a consultant and facilitator for GIZ – AIZ for over 20 years. He holds degrees in the areas of economics, sociology and individual psychology, having a PhD in social psychology.

Heinrich Dürscheid sees his role as a trans-cultural consultant, conveying the trust that solutions will be found, sharing practical experience and knowhow from 30 years' consultancy. He has worked as a dedicated facilitator, trainer and executive coach in change management for a wide range of profit and non-profit organizations. His consulting experiences outside Germany range from Austria, Switzerland, UK, Egypt, Pakistan, South Africa, Cameron, Swaziland, Zimbabwe.

With his reflected experience from his work with European and international organizations and enterprises H. Dürscheid sees himself as a 'gardener' and bystander, sometimes as an agent

provocateur and 'fireman'. Based on a systemic and solution-oriented approach his main focus lies on personal growth and change management competencies in national and trans-cultural organizational contexts.

Training approach

- Clarifications of the assignment the triangular contract for the upcoming organizational task
- Interactive presentation and exchange on concepts and tools
- Case studies from cooperative projects
- Conceptual papers, worksheets, selected tools
- Application of learning by selecting own case work and group work
- Reflection and coaching during applications

## Who should attend this training?

- Development practitioner aiming at implementing change processes in organzations
- Those who want to plan and implement change effectively within their organization or with their partners or multiple stakeholders
- Those who want to reflect and understand their role as facilitators in change processes

The training is suitable for participants from either public, private or civil society sectors. We highly recommend that participants/learners bring their individual organizational situation with them as a case study.

#### About Us and Our Training

We are part of Academy for International Cooperation, providing access to high-quality training-related services in various sectors and competencies. The training is based on non-profit cost-recovery basis. "On-request" courses can be organized for groups to take place at different time and location.

**On-line registration**: http://thai-german-cooperation.info/training.html

#### Contact us:

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