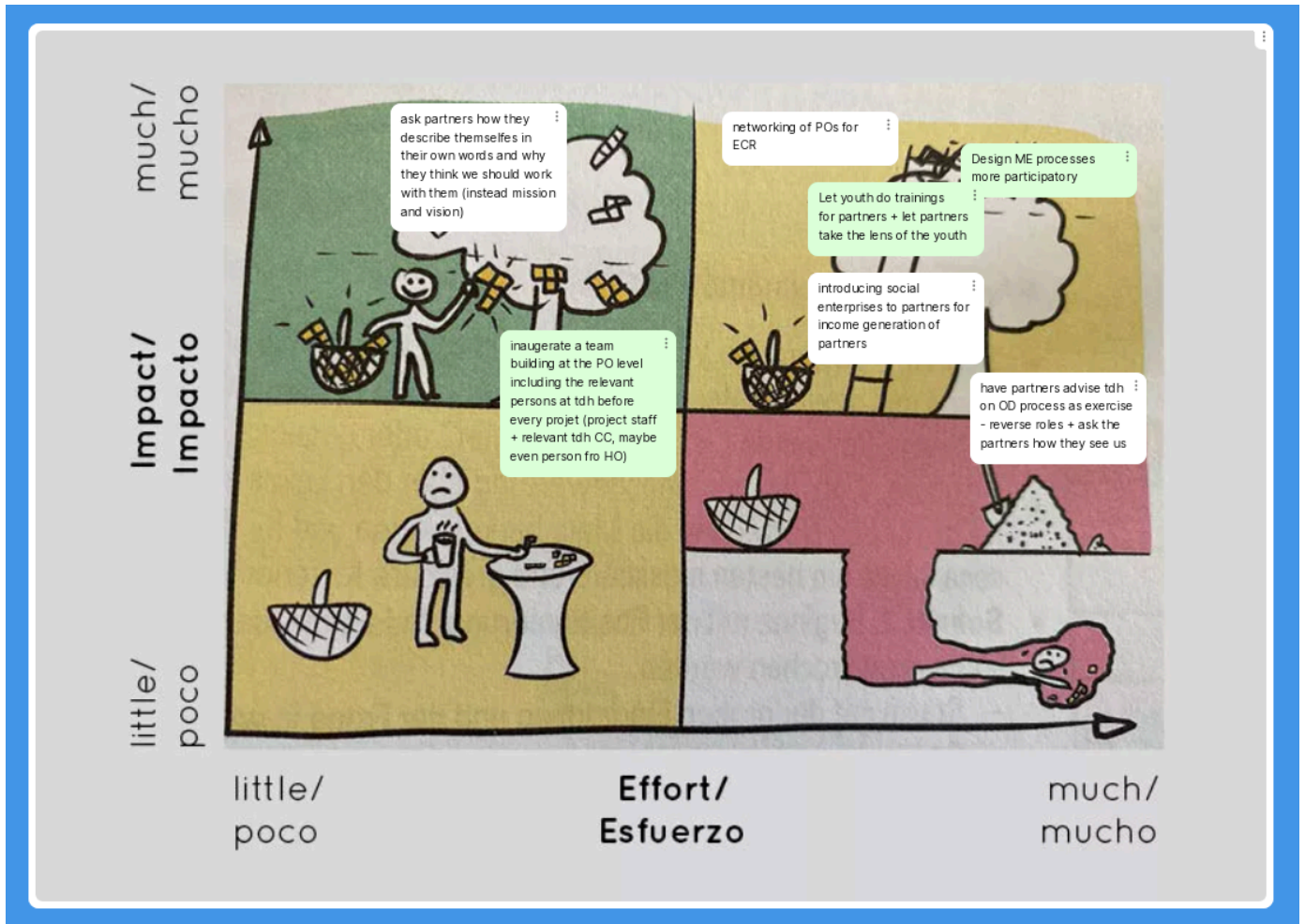


Organizational Development for Partners Terre des hommes Germany



Reflection:

Prioritizing key ideas and next steps

Online-Inhouse-Training, October 2021

Facilitated by Rita Muckenhirn, Systways

Documentation of collectively generated outputs

Instructions

Step 1: Check the creative ideas (green hat) and select 2 ideas (each of you) you would like to test, implement...in your region/GS

Step 2: Post your individual ideas here (under this card): Each idea - one card

Step 3: Organize all the ideas according to the matrix below and open a short discussion about the ideas selected

Step 4: From the upper two quadrants, select 3.

Step 5: Identify 3 next steps: (What, who, when, expected output, other ideas regarding implementation) a) at the global level; b) at the regional level

Ideas

Identity

- Skip the question about mission and vision statements of PO because it says nothing about them, rather ask them to describe in their own words who they are and why they think we should work together

Needs and demand base approach

- Not forcing them into DC and SG processes, but let POs choose priority area of training to do their work better

Power dynamics and perspective changes

- Turn around power dynamics by having partners suggesting OD for tdh; have partners advise tdh on OD process as exercise - reverse roles
- Let youth do trainings for the POs, let POs take the lenses of the youth
- Ask partners first how they see US

Categorization of ideas

<p>High impact – little effort</p> <p>Ask partners how they describe themselves in their own words and why they think we should work with them (instead mission and vision)</p> <p>Inaugurate a team building at the PO level including the relevant persons at tdh before every project (project staff + relevant tdh CC, maybe even person from HO)</p> <p>Partner to partner exposure and reflection on OD (tdh as facilitator)</p> <p>Regular exchange on OD issues between regions coordinated by HO & facilitated by regional focal points</p> <p>Define nature of partnership - honestly</p>	<p>High impact – much effort</p> <p>Follow-Up including trainings on OD, Conflict Management, Communication: Training Plans & Trainings for HO and regions</p> <p>Networking of POs for ECR Design ME processes more participatory Let youth do trainings for partners + let partners take the lens of the youth</p> <p>tdh supports activities for project participants to recommend OD activities to project partners</p> <p>Define nature of relationship between tdh and partners: transactional or transformative (partners suggest OD to tdh)</p> <p>Special budgets for OD for partners: e.g. usage of increased dispo funds for OD measures</p> <p>Introducing social enterprises to partners for income generation of partners Have partners advise tdh on OD process as exercise - reverse roles + ask the partners how they see us</p>
<p>Little impact – little effort</p> <p>Innovative fund raising techniques</p>	<p>Little impact – much effort</p> <p>Provide knowledge management to keep new staff in the loop (institutional memory keeping)</p> <p>Innovative FR ideas + introducing Social Entrepreneurship to POs</p> <p>Reverse roles: having partners commenting on tdh's OD</p>

Next steps

Design ME processes more participatory

- Training of youth on M&E processes
- Training of partners on participatory processes
- Training of tdh staff
- Promote toolbox with participatory tools

Let youth do trainings for partners + let partners take the lens of the youth

- Identify topics with youth
- Get the buy-in of partners. Sensitize for the needs of such trainings

- First address the needs of the youth (employment, vocational training), then they can participate
- Joint training for partners and youth
- Follow up with youth (monitoring + documentation of the trainings + outcomes)

Inaugurate a team building at the PO level including the relevant persons at tdh before every project (project staff + relevant tdh CC, maybe even person fro HO)

- Regional team building
- Put budget into BMZ proposals also within the partner organization and in cluster projects
- Schedule time for it

Partner to partner exposure

- Who: Start with BMZ consortium projects (within one consortium project in Cambodia).
- When: Ongoing
- Where: Cambodia (VCAO, CWDA, CLA, KO)
- Expected output: Good practices and lessons learned shared.

Define nature of relationship between tdh and partners: transactional or transformative (partners suggest OD to tdh)

- Output: Driving of the OD process is not top down.

tdh supports activities for project participants to recommend OD activities to project partners

- What: integration of target groups in OD process

Regular exchange on OD issues between regions coordinated by HO & facilitated by regional focal points

At regional level:

- commitment from regions
- identify regional focal points (november 21)
- regional exchanges, facilitated by focal point (start: december 21)

At global level:

- commitment from head office
- identification of HO focal point, responsible person (nov 21)
- global exchanges, coordinated by focal point HO & facilitated by regional focal points (start: dec 21)

Follow-Up including trainings on OD, Conflict Management, Communication

At regional level:

- Identify responsible position (nov21)
- Commitment from leadership & resources from regional office
- Design of training plan (from dec21 on)

At HO level:

- identify responsible position (nov21)
- commitment from leadership & resources from head office
- design of training plan (from dec21 on)

Define nature of partnership - honestly

- Identify responsible persons (nov21)
- Draft a first written version, drawing upon results of workshop and existing documents, and opinions of partner organizations in case these have not been collected earlier (early 2022)
- Exchange process

Documentación de insumos generados colectivamente

Instrucciones

Paso 1: Revisen las ideas creativas (sombrero verde) y seleccionen 2 ideas (cada uno/cada una) que les gustaría probar, implementar...en su región/GS

Paso 2: Escriban sus ideas individuales debajo de esta tarjeta. Cada idea - una tarjeta.

Paso 3: Organicen todas sus ideas de acuerdo a la matriz abajo y abran un breve espacio de discusión sobre las ideas seleccionadas.

Paso 4: Seleccionen 3 ideas de los dos cuadrantes superiores.

Paso 5: Identifiquen los próximos 3 pasos: (¿Qué?, ¿Quién?, ¿Cuándo? Producto esperado. Otras ideas) respecto a la implementación)

a) a nivel global

b) a nivel regional

Ideas - ORLA

<p>Mucho impacto – poco esfuerzo Integrar procesos de Desarrollo Organizacional en el presupuesto de proyectos (sobre todo en proyectos co-financiados)</p> <p>Establecer criterios para la priorización de copartes (mapeo): por ejemplo, prioridad de tdhA y perspectiva para el futuro, demanda real de la copartes, capacidad para trabajar en el proceso</p>	<p>Mucho impacto – mucho esfuerzo</p> <p>Se requiere capacitación específica para las regiones</p> <p>Herramientas (sede): Políticas y buenas prácticas para fortalecer a co-partes según demanda y como estrategias de salida (tener en cuenta el material que ya existe en ORLA)</p> <p>Debe haber una persona focal en cada región responsable de coordinar y darle seguimiento a procesos de OE</p> <p>Se requiere más presupuesto.</p>
<p>Poco impacto – poco esfuerzo</p>	<p>Poco impacto – mucho esfuerzo</p>

Próximos pasos - ORLA

Idea 1: Debe haber una persona focal en cada región responsable de coordinar y darle seguimiento a procesos de OE.

- 1) Creación de una hoja de ruta para procesos de Desarrollo Organizacional en la región,
- 2) todo el equipo,
- 3) hasta la Asamblea 3 Voces 2022, distinguir entre DOS (desarrollo organizativo sistémico) y estrategias de salidas

Idea 2: Se requiere más presupuesto

Capacitación, todo el equipo, primer semestre 2022 nivel regional

Idea 3: Se requiere capacitación específica para las regiones

Verificar la prioridad de tdhA a nivel global, nivel de ambición para ORLA