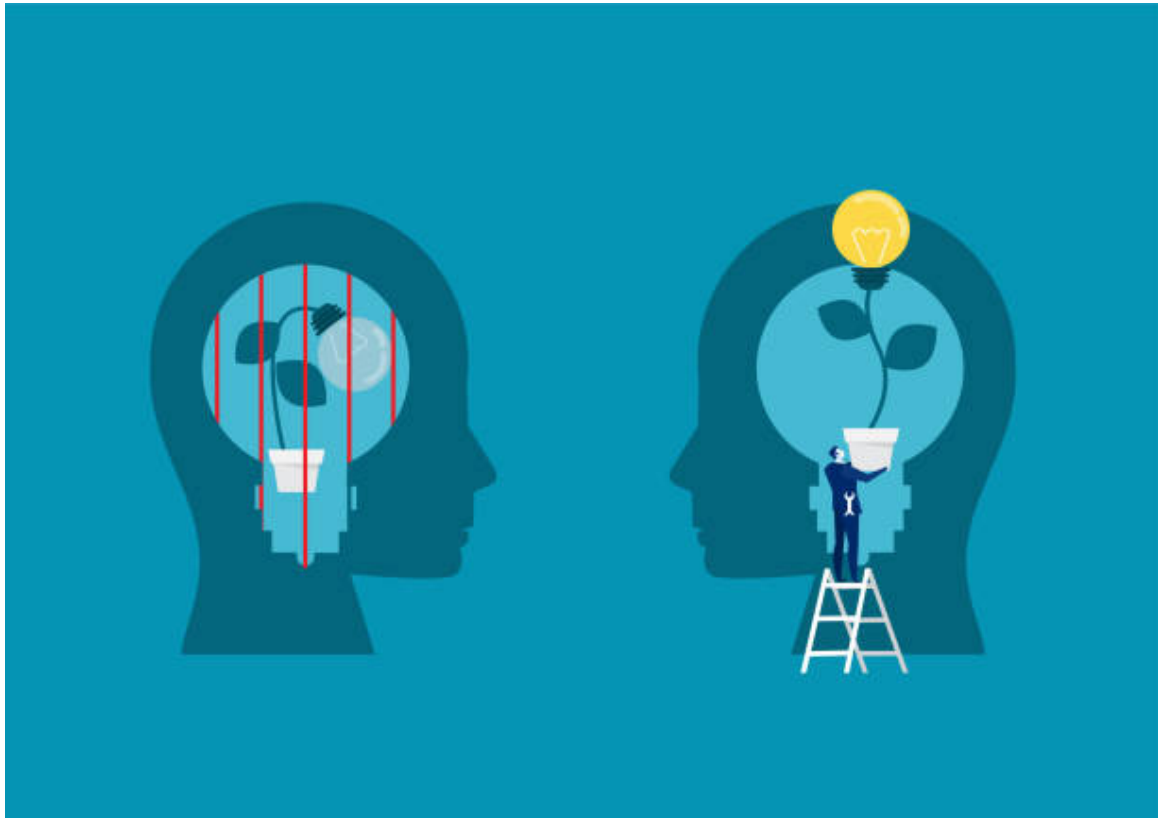


# Organizational Development for Partners Terre des hommes Germany



## **Reflection:** Terre des hommes Germany: Attitudes and Roles with regards to PO's Organizational Development

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## Documentation of collectively generated outputs

### Attitudes

**Regarding partners' organizational development, which are key attitudes we should put in practice as terre des hommes?**

Examples for attitudes: observer perspective, humility, appreciation and respect, solution orientation, resource orientation, holism, neutrality and multi-partiality, etc.

In addition to the examples mentioned such as observer perspective, humility, appreciation and respect, solution orientation, resource orientation, holism, neutrality and multi-partiality, the team proposes that the following attitudes should guide terre des hommes' interventions:

- child, youth and intergenerational sensitive
- gender sensitive
- intercultural sensitivity
- non-discriminatory
- participatory
- equal relationship - no top down
- co-decision
- mutual accountability
- transparent, open and honest communication
- with respect

#### Unwanted attitudes

- Know-it-all perspective (top-down approach)
- Non-transparent communication
- Ad-hoc demanding during process (erraticness)

*En relación al desarrollo organizacional de co-partes, ¿cuáles serían actitudes claves que podríamos poner en práctica como terre des hommes?*

*Ejemplos de actitudes: perspectiva de observador(a), modestia, aprecio y respeto, orientación de la solución, orientación de los recursos, holismo, neutralidad e multi-parcialidad*

#### Actitudes no deseadas

- Perspectiva de "saberlo todo" (enfoque descendente)
- Comunicación no transparente
- Ad-hoc exigente durante el proceso (errático)

Al mismo tiempo reconociendo nuestra posición como tdh y desigualdades de poder (= reconocer imposibilidad de neutralidad)

## Roles

**Based on the ideas you already generated yesterday, which roles could and/or should be assumed by terre des hommes regarding partners' organizational development?**

Possible roles: observer/reflector, process consultant, fact-finder, identifier of alternatives, collaborator in problem solving, trainer, expert consultant, advocate, etc.

- Impulse giver
- Nudging (incentive giver depending on situation)
- Support (resources, providing expertise, moral/emotional support)
- Funder, donor
- Observer / reflector
- Suggesting alternatives
- Trainer for our core topics
- Idea giver
- Back-stopper
- Accompany the process
- Translator / bridge between PO and donors

Contradictions that were discussed.

- Potentially conflicting with other roles (consultant, collaborator) at the same time potential because we can finance processes
- Reflecting tdh's projections on partners and possible flaws in perception
- Supporting while at the same time recognizing tdh's position and existing power imbalances (recognizing impossibility of neutrality)

**Basado en las ideas que ya generaron el día de ayer, ¿qué roles podría/debería asumir terre des hommes en relación al desarrollo organizacional de co-partes?**

Posibles roles: observador(a)/reflector(a), asesor(a) de procesos, buscador(a)/Identificador(a) de hechos, identificador(a) de alternativas, colaborador(a) en la resolución de problemas, entrenador(a), asesor(a) experto(a), abogado(a)/advocate

- Apoyo (recurso, aportación de conocimientos, apoyo moral/emocional)
- Nudging (dar incentivos según la situación)