



# Organisational Development

Reflections on our experience at Well  
Grounded



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# Let's break it down

- Development
- Organisation
- Organisational Development
- Capacity Building
- Training / Coaching / Mentoring



# What are we talking about.. really?

- Change
- Transformation
- Mutation
- Metamorphosis



**The transition from one state to another**

# Why is Organisational Development essential??

- Organisations play an important role
- Change is constant
- Everything keeps on changing
- Monitoring and adapting to change is a necessity
- It is when everything is going well that you should dare to change



Kooneo

*Ce n'est pas la plus forte ni la plus intelligente des espèces qui survivra, mais celle qui sera la plus apte à s'adapter.*

CHARLES DARWIN



# Challenges and determining factors of a OD process

- Source of the request
- Reason for the process
- Investment – Time, energy, a few €
- Tangibility – ‘deliverables’
- Immediacy
- Background of NGOs’ sector: conditioning
- Legitimacy, role of women/young people
- Centralised power
- Founding president syndrome



# Learnings

- Understand the system you want to change
- Recognise you are part of the system
- Ourselves as first-hand experience
- Recognise that it can be long and painstaking
- Remove conscious and unconscious barriers
- Embrace the revolution at the level it's at
- See what the organisation sees

