

Global Focus invites you to a capacity development programme for CSOs

## STRENGTHEN YOUR ORGANIZATIONAL LEARNING

::: Capacity Development programme for CSOs ::: 3 days in fall 2015 :::

::: Invitation – 23.9, 26.10 and 25.11 :::

**How do we - as civil society organizations - strengthen our capacity to facilitate and document learning?**

The programme will help you:

- Transform learning into new goals and organizational practices.
- Strengthen the organization's change capacity and ability to be creative.
- Acquire usable concepts of and approaches to organizational learning that will benefit the learning within your organization – and indirectly also support you in applying a learning approach in collaboration with partners.

This fall we offer three inspiring workshop days for members of Global Focus. The programme is an opportunity to work with your organization's ability to learn in ways that benefit learning within your own organization, and indirectly strengthen your organization in engaging in mutually beneficial learning partnerships.

For those interested there might be follow-up opportunity to continue working with your own learning project through an action-learning programme after the end of the three days. More information about this will follow.

### OUTPUT:

- As an individual participant you will gain: Inspiration, models, selected concepts, a toolbox to develop your ability to be a change agent, facilitate learning in your organisation and in work with partners.
- As an organization you will gain: Inspiration and a toolbox to apply a learning approach, and to work more strategically with learning, e.g. through formulation of a strategic plan for future organizational learning.
- As civil society environment we will gain: The opportunity to initiate development of mutual concepts and methods across organizations, and to discuss how we work with learning as an external requirement as well as an opportunity to develop our organizations.

### TARGET GROUP:

The programme is for employees and volunteers in member organizations of Global Focus who work with areas in which learning is relevant. It is particularly relevant for managers and project leaders, or those working with projects, M&E, partnerships, communication, and learning.

### STRUCTURE & FORM:

The programme consists of three coherent workshop days addressing organizational learning from various angles. Each workshop will contain inspiration from experts or practitioners with 'first mover' experience within the field, introduction to selected methods for the toolbox, as well as emphasis on transferring these to the individual realities of the participating organizations. The form of the workshops will vary between presentations, exercises, dialogue, and reflection. Each organisation will bring a learning case to work with the programme, and there will be take-home assignments after each workshop. The intention is to support you in anchoring new knowledge and approaches in collaboration with colleagues in your own organization.

Apart from external experts and resources, you will be hosted by a team consisting of Katrine Dietrich and Rina Lauritzen Trautner (Global Focus) and process facilitator James Ede (Art of Hosting practitioner), who will ensure continuity and coherence throughout the programme.

## PROGRAM:

The three days have the following headlines and content:

### **WORKSHOP 1 – September 23: WHY ORGANIZATIONAL LEARNING?:**

**Inspiration:** Why is organisational learning important, what are the different approaches? How can we be change agents for creating organisational learning?

Presentation by external associate professor, practitioner and consultant Thorkil Molly-Søholm, Institute of organizational learning, Aalborg University and LEAD.

**Toolbox:** Methods and models of how we understand organizational learning, and how to be a change agent facilitating learning with others.

**Process & Exchange of Experience:** Why is organizational learning important within our organization? Who is responsible for learning? How to apply concepts and insights to our learning case?

### **WORKSHOP 2 – October 26: WHAT IS ORGANIZATION LEARNING?**

**Inspiration:** How can we facilitate and document organizational learning? How can we create learning environments? - Learning from a 'hosting and harvesting' approach. What do other organizations achieve with learning? Inspiration under consideration: Kajsa Balkfors from Circus Cikör (Case on organisational learning approach), Mary Alice Arthur (How to use story in hosting and harvesting?)

**Toolbox:** Mindset, methods and models for how – as a change-agent - to create spaces for learning, and to document learning.

**Process & Exchange of Experience:** What is possible to achieve through organizational learning? How do we facilitate learning? How can facilitation lead to sense-making and documentation of learning?

### **WORKSHOP 3 – November 25: ORGANIZATIONAL LEARNING: WHERE AND HOW?**

**Inspiration:** How organizational learning can be implemented as part of a strategic approach. How do we measure learning?

**Toolbox:** Methods and models for working strategically with learning processes. Strategic learning plan.

**Process & Exchange of Experience:** Where and how do we want to work with our organizational learning in the future? What does it take for learning to become a strategic practice in our organization? How can we use this to contribute strategically to our work with partners?

## PRECONDITIONS FOR PARTICIPATION

A precondition for participation is that organizations as well as participants - prior to start-up - have clarified desired output, identified a learning case, and defined a team of collaboration for the participant during the programme. Following, prep-time need to be allocated in order for participants to execute their take-home assignments with involvement from organizational leaders and colleagues in between each of the three workshop days.

As part of the preparatory material, a commitment formula will be answered prior to the first workshop as a way to ensure organizational involvement and ownership. The formula will also assist you in identifying and make clear what you - as organization and participants - would like to achieve by participating in the programme.

We suggest a minimum of two participants per organization to achieve the maximum organizational benefit, but this is not a requirement. However, due to a limited number of spaces we might be obliged to limit the number of participants from each organization.

## REGISTRATION:

Registration is according to the 'first come first' principle. Sign up [here](#) no later than the 21<sup>st</sup> of August 2015 (you will automatically be signed up for the entire course when signing up for the first workshop). There is a participation fee of 500 DKK per workshop day for coverage of board and facilities. Smaller organizations can apply for a price reduction or free participation.

## WHERE AND WHEN:

The programme takes place in Copenhagen on the following dates: September 23, October 26, and November 25 - all days in the period 9am - 4pm. Location will appear in the preparatory material.

Prior to the first workshop day we would like to invite participants to a preparatory meeting at Tuesday the 16<sup>th</sup> or Wednesday 7<sup>th</sup> (soon to be confirmed) of September at 3 pm to 5 pm. Here we will present the Theory of Learning for the programme, introduce you to the shared virtual workspace, the toolbox of the programme, share identified learning cases and establish peer groups.

## FURTHER INFORMATION:

Contact [Rina Lauritzen Trautner](#) or [Katrine Dietrich](#), Global Focus.

The programme will be conducted in English, except from the presentation by Thorkil Molly-Søholm on the first workshop day, which will be in Danish.

Global Focus' working group 'Capacity Development and Organizational Learning (which is the working group from which the programme originates) will be evaluating and adjusting the programme along the way.