

## KEY HIGHLIGHTS

- #OLDN2022 International Conference
- Cohort 7 Sessions & Participants Visits
- Organization Development Matters
- COLDC Guest Sessions
- OLDN Zimbabwe Get Together
- Learning Points from COLDC Sessions
- Upcoming International Conferences
- OLDN February Generative Dialogue

*Igniting Insightful Conversations!*

## #OLDN2022 International Conference Preparations

#OLDN2022 is scheduled for July 29 & 30, 2022. #OLDN2022 conference theme, *Cultivating & Amplifying Human Capabilities – towards sustainable positive change & development* invites us to reflect on individual and organizational practices in order to nurture economic and social imaginaries, encourage and amplify human capabilities, and ride the tides of change. #OLDN2022 will be a space to showcase, discuss, and grow the potential that exists among OD & Change scholar-practitioners and those with similar roles as institutional leaders and change agents.

The Conference Team has finalized four (4) Keynote Speakers and other presenters from South Africa, Zimbabwe, Malawi, and UK. Vintage Health Medical Centre, Malawi will be facilitating asynchronous wellness session at the conference. As part of marketing activities, OLDN members are encouraged to share conference content on their social media pages and with their networks using #OLDN2022.

#OLDN2022 will attract a complimentary participation fee of US\$30.00. Members are encouraged to support this mission.

## Cohort 7 Sessions & Participants Visits

The thinking and incorporation of Organization Development (OD) thinking is a strategic and operational imperative for building high-value teams and high-value organizations. Cohort 7 of Certified Organization Leadership and Development Consultant (COLDC) programme started on 10 January 2022. In our efforts to OD & Change interactions, we invest time to meet and discuss 1) fundamentals of the programme, 2) Action Learning Projects, 3) Guest Sessions & Moderation, 4) International Conference & Knowledge-exchange programmes, and 5) networking model; with registered participants. The main question is 'Why OD?'. This question is informed by our strong belief that OD is a practice profession and as such effective Use of Self (UoS), NOT the certificate or association with [Centre for Organization Leadership & Development -COLDC](#), is important. As an institution we partner with participants for co-creation, we support the development of sustainable strategic change interventions. We wish the entire Cohort 7 participants an enriching professional learning experience. We visited Mrs. Paidamoyo Munhenga and Mr. Golden Kadziyanike for a professional learning dialogue. Facilitating Imagination, Nurturing Curiosity, Fostering Enlightenment, and Advancing real Scholarship!



## Transformational Consulting Seminar: From Proposal Requests to Engagement for Sustainable Solutions

Upcoming 2nd Edition of the Consulting Seminar in association with [Harare Institute of Technology](#) will be held on 25 February 2022. In line with whole system thinking, we will be facilitating these Seminars on a rolling basis. The Seminars will be led by Certified Organization Leadership and Development Consultants (COLDCs), [Organization Leadership and Development Network - OLDN](#) members, COLDC Facilitators, and Advisory Council members.

To facilitate Action Learning and Social Learning, HIT will administer a results-oriented Coaching & Accountability Partner Framework. Follow us for more details or get in touch with [MTECH Strategy and Innovation](#) for Accountability Partner program.

## Organization Development Matters

Published by Maureen Omeibe



Transforming an organisation from what it is to where it ought to be could be very complicated to leaders of organizations. There are natural attributes of organisation that makes it very difficult for real transformation to occur and re-occur in peace. The organization is complex, operates in a volatile and pretty dynamic environment, has people with divergent and clashing interests managing it, want to be good to the environment and at the same time wants to obtain or generate maximum benefit from interactions with the environment. The organization abhors certain policies of government, yet often relies on policies of government for progression. The list goes on and on.

Yet, in the midst of all of this, the organization is expected to and must thrive, advance, improve, realise their bottom lines, stay relevant and achieve transformation from stages to stages, time to time.

*How on earth can this be possible?* Well, it is not easy, it cannot be, but it is possible

The focus of Organization Development is to enhance the capacity of organizations to wholistically move in the direction that births transformations across the length and breadth of the organization simultaneously or department by department.

Just as we work on ourselves daily " our overall self " That is exactly what the organisation needs from their leaders, management teams and the entire workforce.

Note, we bath, brush our teeth, take in sumptuous meals, hydrates with choiced fluids, the commonest water, visits gyms or exercise, keep clean relationships, learn new things, wears tidy clothes, wear fragrance, reveres God for those who believe in God and do so much more to stay fresh, healthy and in control. This continues till our curtain call or when our bones wears out completely.

Organizations need to be continuously tended to, aligned fully to its environment and harmonised to be able to lead a long healthy life just as it applies to us.

The above functions of alignment and harmonisation only happens in Organization whose Leaders is well disposed to implementation of interventions modelled through the depth of appreciation of the Organization Development Pillars.

Country President, Heads of Armed Forces, Ministers, Commissioners, Agency Heads, DGs, CEO, Board Member, GM, BDM or Department Heads or simply Persons in Public or Private Sector Leadership, it has never been this important to call our attention to this Pillars of OD, study it and see how it can be explored and woven into the Leadership culture of the entities we are leading.

Leaders who seek for the good of their organization and its continuous improvement gallantly Champion these Four Pillars below in their respective organisations.

Revolutionary change and transformation seen in organisations comes from the top and transited to the other hierarchies, and the entire structure and body of the organisation.

We can start today to lead holding firmly these four pillars below to revolutionise our organizations and deliver values that reshape the communities, nations and mankind.

These pillars are:

- Action research,
- Whole System Thinking
- Organizational Learning
- Behavioural Science Knowledge

One thing is essential, until all aspects of the organization is healthy, it cannot be a truly healthy organization.

**Develop-Impact Mentorship** facilitated The Development Action Roundtable on 5 February 2022. The topic 'Community and National Development Re-Imagined' was elaborately ideated onand the goals of the Rondtable well realized. Shingirirai Chizanga as Keynote Speaker joined other women to facilitate the session that was moderated by Dr. I. B. Idemudia. Visit Develop-Impact Mentorship Facebook page to learn more.



**Group Facilitation - facilitate group sessions in areas of strategy development, team effectiveness, process improvement, and after-action-reviews**

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**COLDC Guest Sessions**

COLDC Cohort 7 successfully facilitated a Guest Session on ‘Organizational Culture & Leadership’ on 31 January 2022. The session was led by Brandon Curry and moderated by Mr. Salini Bafaneli.

A follow up session is scheduled in April and will be facilitated by Patrick Trottier. Session Design interactions led by Ms. Phylisiah Mnene will start on 23 February 2022.

The Design Process for the March 2022 Guest Session are at an advanced stage. In March, Paidamoyo Munhenga will moderate a session with Cheryl M. Young. The session will focus on Ed Schein’s leadership framework. Tentatively, the session will explore the following primary purposes:

- To give participants a chance to discuss one framework (Ed Schein) of the leadership role in shaping an organizational culture.
- To provide an opportunity to explore data gathering methods.
- To illustrate from Guest’s experience as OD practitioner my approach and philosophy about data – from diagnosis to discovery.

**Expanding the Consulting Seminar Engagements with Harare Institute of Technology**

Harare Institute of Technology and Centre for Organization Leadership & Development - COLD facilitated the first Consulting Seminar on the 26th & 27th of November 2021. The sessions were facilitated by OD & Change Consultants: Justine Chinoperekweyi, Bontle Marumoloa, Maureen Omeibe, Paul Nyausaru, and Yvonne Kanjanda. The Facilitators were supported by Dr. Chinakidzwa and Mr. Simuka from HIT. Some of the Call-to-Action from this Seminar include 1) the co-creation of continuous learning and development opportunities, and 2) co-designing a Continuous Coaching & Accountability Framework for graduate and post-graduates. HIT & COLD team is working on innovative transformational consulting engagements, and today we met to deliberate on a framework to bridge the academe-practice divide through a dynamic, networked 'Accountability Partner Framework that will be owned and administered by HIT. We look forward to partner with institutions of learning in driving real scholarship through a co-creation model that prides in awakening human potential.




**Dare paMuhacha' Concept**  
An inclusive, democratic approach of convening to explore and explain concerning entrepreneurship, personal & professional development, and financial growth conversations.

**OLDN Zimbabwe Get Together**

OLDN members in Zimbabwe had an interactive Get Together session on January 27th in Harare. At the meeting, the 'Dare paMuhacha' Concept of convening was tabled and adopted as the structure of convening and deliberating. The concept will be used to explore the consulting landscape in Zimbabwe; facilitate personal, professional, and financial growth of members, and enrich the collaborative engagement of Zimbabwean members and other OLDN Int'l Chapters. *“Dare paMuhacha seeks to propel organization development consulting through cooperative and collaborative efforts.”* – Golden Kadziyanike

Here is an opportunity to enhance your brand visibility to an international audience. Apply to showcase at the 3rd OLDN International OD & Change Virtual Conference.

Exhibition packages range from US\$20.00 – USD\$2000.00

For more details, write to [info@centreold.com](mailto:info@centreold.com)



### Learning Points from COLDC Sessions

1. Effective Use of Self and understanding the fundamentals is key to OD work
2. As OD Consultants we need to enhance understanding of People, Systems and Mindset
3. The OD values are essential to our practice
4. OD Consultants need to help senior leaders appreciate resistors as contributors
5. Exploratory conversations are key to effectiveness in OD consulting
6. Change management is not OD

*"Self as an instrument of change. Love the notion that the powerful instrument we have in helping our clients navigate is ourselves. The ability to use ourselves relies on the level of awareness we have about the impact we make and our ability to make choices to influence or modify that impact."*

By definition, UoS "is the conscious use of one's whole being in the intentional execution of one's roles for effectiveness in whatever the current situation is presenting. The purpose is to be able to execute a role effectively, for others and the system they are in, without personal interference (e.g bias, blindness, avoidance, and agendas).. to have clear intentions and choice." - Global UoS Report

UoS begins with our self-awareness, what we know about who we are. This includes how well we know our whole self; our personas, shadows, personality, styles, attitudes, values, knowledge, skills, and identities. How much each of our 'self' components show up affects what we see, how we know, what we do, and ultimately how we execute our roles.



**OLDN Generative Dialogue – 17 February 2022**

OLDN hosted the February Generative Dialogue on ‘Change the Narrative: Sex for Marks and Marks for Sex in our Ivory Towers’. The Team was led by Dr. Hannah Etta and Mr. Mompoti Kadie. We appreciate Patricia Gakii-Muema, Tsitsi Chundu, and Dr. Femi Mosaku-Johnson on being part of the dialogue.

Following the discussions, an Advocacy Paper is being prepared by the Project Team for distribution to the responsible institutions. We call upon OLDN members to support in distributing the paper after publication.



We had a wonderful meeting on the 15<sup>th</sup> & 16<sup>th</sup> of February fostering collaboration for the upcoming [#OLDN2022](#) Conference. As we evolve our conferencing model we are looking forward to physical conferences around Zimbabwe and collaborating with Zimbabwe Tourism Authority is fundamental to our growth & development. Check out [#MeetInZim](#) [#VisitZimbabwe](#) [#ZimBho](#)



**Upcoming OD & Change International Conferences**



To learn more visit [www.centreold.com](http://www.centreold.com) or write to [infor@centreold.com](mailto:infor@centreold.com)