

KEY HIGHLIGHTS

- Facilitation Week 2021
- Reframing Corporate Perspectives Series
- Book Launch – Disconnect to Reconnect
- OLDN-WRCD Forum
- Advisory & Consulting – SLA
- Consulting Seminar
- Upcoming Events
- Appreciations

Igniting Insightful Conversations!

#OLDN #OLDN2022 #COLD

Facilitation Week 2021 – 18-24 October 2021

As highlighted in the October Newsletter, we participated during the 2021 Facilitation Week by showcasing the COLD and OLDN Facilitators. The 26 COLD-OLDN Facilitators were drawn from members, international partners, and invited guests who facilitated workshops, seminars, forums, and conferences.

Facilitation Week is an event that takes place each year during the third week of October. Its purpose is to showcase the power of facilitation to both new and existing audiences and to create a sense of community among Facilitators and their groups worldwide. To learn more visit www.iaf-world.org

We appreciate the many COLD and OLDN Facilitators, and those who believe and partner with our mission. We look forward to a bigger and better Facilitation Week in 2022.

Reframing Corporate Perspectives Series

On October 22, 2021 Centre for Organization Leadership and Development in partnership with Unicaf University in Zambia and Transform Your Performance facilitated the Consultative Session on ‘Humanizing the Workplace’. The session was led by Mr. Cleopas Chiketa (President, Institute of People Management of Zimbabwe), Mr. Owen Chilala Sikatumba (CEO, Zambia Institute of Human Resources), and Ms. Mabel Mungo’mba (CEO, Belcomm Zambia). The conversation paved way for the Humanizing the Workplace Report to be published in May 2022. The Report will be a compilation of the seven Consultative Sessions that were facilitated by the three institutions and insights from various international consultants.

Reframing Corporate Perspectives Series

Humanizing the Workplace

“People are not “things” to be manipulated, labeled, boxed, bought, and sold. Above all else, they are not “human resources.” We are entire human beings, containing the whole of the evolving universe, limitless until we are limited, whether by self or others. We must examine the concept of leading and following with new eyes. We must examine the concept of superior and subordinate with increasing skepticism. We must examine the concept of management and labor with new beliefs. And we must examine the nature of organizations that demand such distinctions with an entirely different consciousness.”

Dee Hock, (1999), Founder and CEO Emeritus, Visa; The Art of Chaordic Leadership



<https://youtu.be/xqddG8TmDdw>



OLDN Generative Dialogue

On the 27th of October, Mr. Paul Nyausaru and Ms. Chiedza Kadare facilitated a session themed **‘Igniting Positive Change Through Appreciative Inquiry’**. The session explored the meaning, principles, and application of the Appreciative Inquiry model in facilitating positive change in organizations. The recording is available on OLDN TV Page and consultations to enhance understanding of the Appreciative Inquiry model can be scheduled with Mr. Nyausaru and Ms. Kadare.



Seminar Nuggets #1
 “Always know that you are walking into the client system to facilitate co-creation conversations” Bontle Marumolola.



Seminar Nuggets #2
 “Organisational development is humanistic-based, it is embedded in diversity & democratic values” Maureen Omeibe

Book Launch – Disconnect to Reconnect

Mr. Emmanuel Njang launched his second book ‘Disconnect to Reconnect’ in Zimbabwe. Mr. Paul Nyausaru and Ms. Tsitsi Chundu participated as Speakers. The event was also attended by Mrs. Grace Magwani Chinoperekweyi.

We appreciate the OLDN Community for rallying behind to support the book launch. We are one! We are OLDN!




OLDN-WRCD
facilitates
International Forum
On
**CAPACITY BUILDING OF THE GIRL CHILD IN
DEVELOPING NATION**
November 13, 2021
5:00 PM (WAT)
Meeting ID: 896 2322 6122

WWW.CENTREOLD.COM

Capacity Building of the Girl Child in Developing Nations

The OLDN Women Reorientation & Capacity Development Segment held it’s 2021 International Forum on November 13. The discussions focused on capacity building of the girl child using cases from Nigeria, Afghanistan, and Botswana. The insights derived from these discussions will be published through the Organization Leadership and Development Quarterly (OLDQ) during Q1 of 2022. The commitments that were made during the session require all members to lead positive change in their circles of influence around capacity development of the girl Child. In line with the calls to expand our areas of concern beyond economic benefits (Robert Marshak, 2010), OLDN will be leading more of such conversations with a view of leading sustainable positive change.



Maureen Omeibe **Ivan Steenkamp** **Ghezal Shaheen**
Regina Chigaemezu **Bontle Marumolaa**

COLD is glad to have signed a Service Level Agreement to support SMEs under a government led program in Saudi Arabia. Leveraging on OLDN Consultants Database and COLD international partners, our focus will be on providing the following services:

- Access to Sector Experts
- HR Consulting
- Operational Optimization/ Efficiency
- Leadership Counselling
- Market Research
- Business/Strategy Planning
- Organization Development

Leading Sustainable Strategic Change, Facilitating Continuous Improvement, and Improving the Human Condition!



OLDN

If everyone realized that they have their own story, identity, path and destiny, there would be no need for competition to get ahead but an exhortation and encouragement to be authentic to self, live your purpose and make your unique contribution to humanity.

YVONNE CHAYUNDUKA



Consulting Seminar

Centre for Organization Leadership and Development in partnership with Harare Institute of Technology (HIT) facilitated a 2-day Consulting Seminar on the 26th & 27th of November. The Seminar introduced participants to an OD Approach to Consulting with proposals for ongoing Continuous Professional Development workshops. The sessions were facilitated by Certified Organization Leadership and Development Consultants (COLDC) drawn from Cohort 5 & 6.

We appreciate this collaboration and do look forward to more rewarding and transformational engagements. Mr. Paul Nyausaru will be leading a team of 4 COLDCs based in Zimbabwe to co-create learning activities with HIT.

At the seminar, COLD launched the Sustainable & Responsible Innovation Award which will be given every year to support transformational learning at HIT, School of Business & Management Sciences.



THE SBMS Postgraduate Unit: Strategy & Innovation
in partnership with
Centre for Organisation Leadership & Development (COLD)
facilitates
CONSULTING SEMINAR
What to expect:
Consultation tools, Processes & Approaches, Consultancy Strategy & Innovation

FACILITATORS

 Moursem Omeibe (Nigeria)	 Paul Nyausaru (Zimbabwe)	 Yvonne Katjanda (Zimbabwe)	 Justine Chingeperekeyi (UAC)	 Bontle Marumisa (Botswana)
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DATE: 26-27 NOV 2021
DURATION: 5 HOURS/DAY
VENUE: ZOOM
COST: R200 (Z\$ 2000000) (R200 REGISTRATION FEE) (R2000000 STUDENTS)

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supported by: OLDN, International Social Organisation for Development & Change

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Upcoming Events – December 2021

1. OLDN-Botswana Generative Dialogue
2. Women Leadership Workshop with Regina Huber
3. End of Year Generative Dialogue with Mr. Golden Kadziyanike

The 2021 Activity Calendar will close on 11th December 2021 until January 10, 2022.



END OF YEAR GENERATIVE DIALOGUE
The Future Has Other Plans; Exploring the Disruptive Vortex of OD in a VUCA World
31 DECEMBER 2021
MEETING ID: 861 8972 2513
Igniting thoughts / Conversations

FACILITATOR

Golden Kadziyanike
Executive President, Golden Fortunes International



OLDN-BOTSWANA DIALOGUE
ENTREPRENEURSHIP & EDUCATION: CURRENT STATE AND THE FUTURE AHEAD
3 DECEMBER 2021
4:00 PM (CAT)
MEETING ID: 860 8980 8421

Moderator: Emmanuel Njeng
OLDN Country Director Botswana

Panelists:
Dr. Verner Rieker
Dr. Chingeperekeyi
Dr. Chingeperekeyi
Dr. Chingeperekeyi
Dr. Chingeperekeyi
Dr. Chingeperekeyi
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Dr. Chingeperekeyi

Appreciations!

We take this opportunity to thank every member, COLDC participants, and guest to the COLD and OLDN activities. The purpose we advance require a number of mission-critical partners who become Authors, Advocates, Arbiters, Agents, and Ambassadors of transformational change & development. We are humbled by the support and we welcome your contributions to make the year 2022 even better for every member.

We humbly remind members to support the mission through settling Annual Membership Fee subscriptions. For payment options, please reach out to International Directors or WhatsApp +263 774 328 063.