



OLDN 2021 International Conference



Insights

Listed below are some of the insights shared by participants at the OLDN International Conference held on 30-31 July 2021. Insights and/or quotations from Keynote Facilitators, Panelists, and other Contributors will be shared on a separate document within 2 weeks. OLDN will be designing quotation flyers which will be shared through COLD, OLDN and Affiliates' social media handles. As you reflect or listen to the conference recording, please share some of the insights from the Facilitators, Panelists and Contributors through +263 71 833 5249 or grace@centreold.com. The quotations should not exceed 75 words. In order to give credit to the Facilitators and Presenters, please indicate the name at the end of the quotation. The design team will only use names without pictures for the quotation flyers.

Chat box Insights

The need for indigenous learning in Africa has been neglected because foundational theories developed outside Africa are overrated. Until we embrace our context in knowledge acquisition, we may be running round circles in pushing out our identity and ideas of what the World is.

Maureen Omeibe

People buy into what we do when we stand confidently and say our own stories as how they are, and how we want them to be. Storytelling is an important part of getting people to know and understand you much better. Let's OWN our stories and share them.

Emmanuel Njang

'Stories can resonate an emotional connection to appreciate diversity and thus manifest a shift in how we 'see' others and oneself'...

Patrick Trottier - Emergent OD®

Our stories give us hope to go forward and achieve our goals.

Walter Nyakanyanga

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 Chavunduka

As OD people we need to understand human beings more and why they behave as they do on certain circumstances.

Yvonne Kanjanda



My story and my truth is not necessarily somebody else' s truth. My story is what resonates with me.

Bontle Marumoloa

Vision is not a promise, or an illusion, but precise, practical, withstanding viability test.

Dr. Dotun Moses Jegede

Bringing in experts to do an assessment is not OD work. I always separate the diagnostic work, with the facilitation, design, intervention work. That said, assessment is necessary, but there are many types of assessment. It is important to understand, gauge and understand what is going on in the organization, and to assess whether or not the intervention works and what needs adjustment. That is the premise of intervention work and action research.

Anton Shufutinsky, Ph.D

Trust building critical in ensuring ownership of OD interventions.

Paul Nyausaru

Executives want us to work with them, not for them.

Tsitsi Chundu

Critical elements for the success of OD Interventions:

- Eliminating hierarchical decision-making,
- Focus on groups,
- Building trust,
- Reducing unnecessary competition

Tsitsi Chundu

Building the relationship and trust is imperative.... Relationship and trust allow an OD practitioner to ask the tough questions that others are afraid to ask Senior Management.

Patrick Trottier - Emergent OD®

Both as a government and corporate employee, as an internal consultant, and an external consultant, and both an OD practitioner, and a consumer of OD services in previous roles, social capital is absolutely key, and self-intelligence (Use of Self, presence, axiology, etc...) is critical for managing those relationships, but much more for building genuine relationships.

Anton Shufutinsky, Ph.D



The new normal, virtual engagement, must address both work-related and personal needs of workers as well as quality leadership are essential for constructive engagement and organization development - ICT, Power, Data for connectivity, virtual socialization, building esprit de corps and mobilising for collective responsibility and sense of belonging.

Hamza Abdullahi Yusuf

As OD professionals, we celebrate those things being done well without losing sight of gadfly in order to discourage celebrating mediocrity and complacency that won't lead to transformation and improvements

Dr. Dotun Moses Jegede

Transparency is part of integrity and really needed for the success of an organization.

Dr. Violet Makuku

Change management should be taught to employees so that they understand the process. Some changes just come without education and awareness of those affected.

Dr. Violet Makuku

Complexities are opportunities to make us more innovative.

Tutsirai Mashonga

'I believe that OD needs to emerge from 'what is the problem' thinking (20th Century) to 'what does the organization, as a whole interconnected entity, want to manifest and create' thinking (21st Century)... a whole different emotional and cognitive mindset...

Patrick Trotter - Emergent OD®

Teaching qualification curriculum should be tailored to address contemporary theories of learning.

Prof. Chijioke Nwachukwu

Modern organizations should inculcate dynamic culture to ensure that mindset reforms are plausible.

Mmoloki Kimo

Our tenure on this earth is finite and we are accountable to the next generation to document everything we know not only about the pandemic but everything else. Moreover, we need to sustainably preserve the environment for next generations.

Yvonne Chavunduka



Coaching focuses on future possibilities, not past mistakes.

Cleopas Chiketa

OLDN 2021 Virtual Conference has been a success. This is amazing. Let's meet again next year. Thank you OLDN Community.

Emmanuel Njang

Recordings



Day 1 Link: <https://youtu.be/7-040Hv5V0w>

Day 2 Link: <https://youtu.be/o2FSQDQMvGA>