

# IDMAT Services Learning Locally sharing Globally

## *“Happy New Year 2010”*

### *Organisation and People: Monthly News Letter (Vol.4.2)*

An interactive form on behalf of  
Development Management unit of IDMAT

#### **IDMAT's Current Programs**

- I. Ninth International workshop,  
on “Community Mobilization”  
for self help group ‘formation  
and economic activation’, 8<sup>th</sup>-12<sup>th</sup>  
February 2010, Bangkok*
- II. Twenty first certification  
program on OD facilitation skill  
Programme, 21<sup>st</sup>-25<sup>th</sup> Feb, 2010  
Goa*
- III. Fifth International workshop on  
Strategic planning and project  
Management for development  
Intervention, 1<sup>st</sup>-5<sup>th</sup> May 2010,  
Goa*
- IV. Gender Equity and Micro-  
Enterprise, 8<sup>th</sup>-12<sup>th</sup>, March, 2010,  
New Delhi*

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#### **Why Change Management towards convergence for Development?**

The key in any change process is to discern the need that is felt both from the organisations perspective and the individuals. Usually change efforts wait until after the last minute when the pain is so high it can no longer be resisted. If on the other hand the leadership builds a strong reflective process and trust for each other, two things take place. 1) Issues are surfaced before they become overwhelming and a strategy can be developed which all understand or 2) When crises develop the substance is present to pull together and deal with it. Obviously this is not an easy place to live as there is always a temptation to lapse into being so appreciative that you stop paying attention to the realities that may be harsh themselves. Open and honest communications are ASSUMED, but don't happen, because of a lack of trust.

Therefore, to bring convergence of development input at the grass root level managing change is essential.

-Editorial

#### **Programs Highlights 2009**

- 1. Regional workshop on Training Methods and skills for SRP Bihar, Patna 15<sup>th</sup> – 19<sup>th</sup> April 2009**
- 2. Development Orientation and Community Mobilization for rural extension, Lucknow, 2<sup>nd</sup> -7<sup>th</sup> June 2009,**
- 3. Communication Strategy and institutional development Workshop for Gram Panchayts Raj Agency operating under decentralized watershed management project Govt. of Uttaranchal, Kotdwar, Uttarakhand, 5<sup>th</sup> -10<sup>th</sup> June 2009.**
- 4. Laboratory for Executive Development – a personal growth model, Nainital, 4<sup>th</sup> -8<sup>th</sup> August 2009.**
- 5. Opportunity and Challenges of Organization Development & Challenge Management in Public, Nainital, 1<sup>st</sup> -5<sup>th</sup> September 2009.**
- 6. Competencies based HRM for Social Sector, New Delhi, 9<sup>th</sup> -11<sup>th</sup> October 2009.**
- 7. National Seminar on Managing Changes and Institutional Development through Social Institution, 21<sup>st</sup> -22<sup>nd</sup> October 2009**
- Fifth International Workshop on Good Governance in Civil Society, New Delhi, 15<sup>th</sup> -20<sup>th</sup> November 2009.**

## **Organizational Development Initiative for tomorrow**

*An Organisation, in order to be effective, needs to develop self-renewing properties i.e. A capacity to continuously examine itself and take both reactive and proactive actions in relation to the environment (both internal and external ). This is reflected in the decisions of several progressive organisations to re-examine their structures, systems and procedures, from time to time, even when the organisations are successful and have no apparent problem necessitating such an examination. Organization can develop internal mechanisms in this regard by established a function of Organisation Development (OD), which has been successfully implemented in various organisations all over the world over many decades. The nature and needs of organisation are changing dramatically. Correspondingly, the profession of OD has been changing to meet the changing needs of organisations. Therefore, it may be most useful to consider several definitions of organisation development.*

## **Summary Report on Managing Changes and Institutional Development through Social Institution, 21<sup>st</sup> -22<sup>nd</sup> October 09, New Delhi**

*The two days seminar on above theme revealed an interesting process of vertical and horizontal change process both in government, social and corporate sector. Interesting mix and intriguing blend of organizational representation had made the area of learning on change management quite dense and comprehensive. The experience from central and state government from multi-thematic background furnished an interesting data to raise questions examine assumptions and Apprehensions on conceptual and operational frame. The speakers drawn for the seminar were from Ministry of Panchayati Raj Government of India and state government, line departments plus Public and corporate sector as well.*



## **Let us brood on Hollowed Village Economy?**

*The degree of rural transformation, particularly a deep sense of alienation, is not fully reflected in census figures, or in statistical surveys, though they provide us with useful indications that should encourage serious contemplation of the nature of the rural economy. However, in order to comprehend the depth of disenchantment that prevails in the villages, there is nothing like spending time in rural India collecting qualitative information. It is not that the traditional cultivator did not face problems in a variety of areas, having always lurched from crisis to crisis. Good monsoons brought floods, and bad monsoons brought droughts. A bumper crop of mangoes meant a glut on the market and falling prices. The artisanal nature of the onion crops too would keep farmers, not knowing quite how to manage their economy, on tenterhooks.*

*The village is shrinking as a sociological reality, though it still exists as a space. Nowhere, else does one encounter this sense of despondency as one does in the rural regions of India. In urban slums there is squalor, there is filth and crime, but there is hope and the excitement that tomorrow might be quite different from today. It would be very hard to find a slum dweller eager to trade in his crooked shanty for his old mud hut in the village.*

***(Sources Mr. Dipankar Gupta, Caged Phoenix, Penguin 209)***