

# 2ND INTERNATIONAL TRAINING COURSE FOR ORGANISATIONAL DEVELOPMENT CONSULTANTS

The course uses an international standard curriculum developed by COMO Consulting for Project Management and Organisation, a German company that is specialized in organizational development and has assisted change projects in more than 70 countries in Europe, Asia, Latin America and Africa. The course is organized by the Praxis Training Institute established jointly by COMO and GFI, an Indonesian consulting company that has made a name in social infrastructure projects.



## What you can expect

Getting a deeper understanding of your own personality and your potentials for consulting work, including your emotional resources

Getting acquainted with major schools of thought in systemic consulting and being able to make practical use of selected instruments developed by them

Acquiring vital professional skills in systemic consulting like proper contracting, definition of roles, designing processes and interventions

An understanding of typical fields of the systemic organisational development professional's work, like change processes, strategy development, team building etc.

An enhanced capacity for reflecting your work and for engaging in meaningful communication about it with clients and fellow professionals.

The **Praxis Training Institute** is the first provider of systemic organisational development consulting and training services in Indonesia.

The **Praxis Training Institute's** staff is both Indonesian and foreign, but always shares three features: substantial international consulting experience, substantial consulting experience in Indonesia and fluency in Bahasa Indonesia.

The **Praxis Training Institute's** mission is to make the most advanced consulting techniques available in Indonesia.

## Your learning process

Your learning process will consist of several elements.

During the 5 **Face-to-face modules** you will be guided by experienced trainers who will introduce important concepts to you, guide you in tackling cases taken from real OD-processes, help you to digest your experience with group dynamics among the participants etc.

**In between those modules** you will work in learning groups, with peer coaching, learning diaries, work on a personal case and write a thesis that discusses your personal learning path.

The **formation of a network among the participants of the course** will be prepared and assisted.



## What is special about the course

& Our experience both in Indonesia and abroad allows us to critically review consulting methods developed in the West for their culturally contingent content and to make the adaptations necessary for their use in Indonesia.

& Our concept of training is that of a holistic process that is not just the transmission of knowledge and cognitive skills, but a process of overall personal growth that includes the emotional sphere.

& Participants will get acquainted with major schools of thought like systems thinking, Gestalt, Group Dynamics and Transactional Analysis.

# CURRICULUM OF THE COURSE

The course will consist of 25 days of face-to-face work with trainers (divided into 5 modules), 5 days of supervision, (at least) 5 days of work in learning groups and individual work on cases and a thesis. Each module has one or two focus topics, the sequence of modules allows a systematic building up of professional competence and the application of the newly acquired knowledge in practical work.



## Module 1: Personal orientation as a professional, from individuals to groups: working with teams

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- orientation: my personal motivation and my personal resources for working as a consultant, coach and trainer
- exploring the professional field: where OD-consultants work, what they do and what they (should) not do
- values and attitudes that matter in systemic OD
- working with teams: contracts, roles, group dynamics
- coaching of teams
- working with multi-cultural teams
- putting the learning groups on track

## Module 2: Basics of systemic organizational development

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- basics of systems thinking
- the roots of systems thinking and its use for consulting purposes
- change in social systems, change of social systems
- consulting system, consultant system, client systems
- expert consulting and process consulting
- contracting
- diagnosis of social systems, interventions in social systems
- working with metaphors for organisations

## Module 3 Personal growth and the Gestalt approach in OD consulting

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- the concept of „contact“ – with yourself, with others, with situations
- field and ground
- contact disorders of persons and organisations – confluence & co.
- Gestalt as extended systems thinking
- working with resistance
- patterns, functional and dysfunctional aspects of individual and organisational behaviour
- learning as an extension of your personal borders
- closing a „Gestalt“ in your own mind, closing a Gestalt in a collective mind

## Module 4 Change Management

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- managed change - basic concepts
- the Lewin curve
- the Kantor model of roles in change processes
- architecture and design of processes of change
- monitoring and steering of change processes

## Module 5 Facilitation of small and large groups, closing the learning cycle

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- essentials of small group facilitation, recapitulation and exercises
- dealing with conflicts in facilitation
- differences between small and large group facilitation
- the whole system in one room: techniques of large group facilitation
- designing facilitation processes: the funnel principle
- closing the cycle: looking back at the course, looking forward into the professional future

In between the modules the participants will meet in working groups to digest the topics discussed during the training sessions and to deepen their understanding through sharing with peers. Participation in learning groups is mandatory.



## Pool of trainers

Prof. Dr. Claus Nowak has been working for the last 25 years as a trainer and Organisational Development specialist in public administration and private industry. He has published several authoritative works on team building and communication that have been translated into many languages. He holds a professorship at the University for Applied Science of Hamburg and has been a master trainer at the Osterberg Institute for coaching and Organisational Development. He has extensive working experience in Indonesia and several other Asian countries. His main methodological orientation is Transactional Analysis.



Dr. Thomas Rieger has worked for more than 20 years as an Organisational Development consultant and as a trainer for project managers, facilitators and consultants, and in the field of cross-cultural communication. His main methodological orientation are the systemic and „Gestalt“ schools of thought, apart from a long standing interest in total quality management systems used by the „CAF“-format in public administration and as the „EFQM“-model in private industry. He holds an Indonesian language degree from the University of Indonesia.

Faisal Djalal MBA, has been the director of the Jakarta World Trade Center and has been working as a trainer and as a consultant for Human Resource matters, project management and Organisational Development for almost 25 years. He is one of the veteran facilitators for participatory stakeholder workshops in Indonesia. Mr.Djalal holds a degree in business administration in Bielefeld/Germany and has worked extensively outside Indonesia, among others in the Philippines, Thailand, Sri Lanka, Pakistan, Mongolia and Egypt.





## Admission criteria:

Several years of professional experience either in a leadership function or in consultant work.  
A realistic opportunity for working on a consulting project during the course.  
Participation in all 5 modules, the supervision and the learning groups.  
Registration with a short CV and motivation letter.  
Admission interview with one of the trainers.



## Schedule

Module 1:	26.-30.01.	2009
Module 2:	13.- 17.04.	2009
Module 3:	08. - 12.06	2009
Module 4:	21.-25.09.	2009
Module 5:	30.11.-04.12.	2009

Start of each module on Monday 9.00 WIB, the modules will end on Friday at 17.00



## Cost

The course fee is € 5.500,- +VAT. Food and accommodation during the five modules will be charged separately by the providers.

## Registration & Administrative coordination

Jakarta, Indonesia

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