

INTRODUCTION - EXERCISE

ACCEPTED & CRITICISED BEHAVIOUR...

Building a team

This module will invite you to reflect on organisational* development. This journey is best done with a team, therefore you are invited to:

1. Find the right people to do this journey with you (Module 2 has good insights on managing a team)
2. Brief them on what you expect from this process, what is your vision, what are the outcomes you would like from it (maybe they change later on but it is good to keep them informed from the beginning).
3. Establish concrete timings to avoid overextending yourselves in this task

Organisational Behaviour

Evaluation of organisational behaviour. Before digging deeper into the heart of our organisation, it is useful to understand how certain behaviours are perceived in our institution (by ourselves as leaders and by others). This exercise will let us know where there are potential areas of growth. It will also allow us to review where there is dissonance between our perception, that of our team members, and what image we want to give to the outside world.

FROM REFLECTION TO ACTION

Reflection

Look at the most criticised and most indispensable behaviours of your organisation/unit, those that stand out. Do you see a trend? Is this something you agree with as the leader of this organisation/unit? What would you like to change and what would you like to consolidate?

Action

As you will see further down the module, to change a culture in your organisation, you first need to change behaviours. Choose one of the behaviours from the exercise that you would like to develop. Establish an action plan to make it an integral part of your organisation/unit by recognizing and rewarding this behaviour.

* This module talks about organisational development but most of the insights can be applied for people leading units inside an organisation as well.

ADDITIONAL EXERCISES

There are currently no additional exercises for this section