

Organisational Development Programme



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Our organisational growth programme offers consulting, resources, and services to remedy and develop organisational sustainability, efficiency and growth. We assist NPOs and social enterprises to become more dynamic, sustainable and impactful.

It is of particular value to organisations that wish to develop effective marketing tools and to boost their sustainability either through presenting their organisations more dynamically for funding opportunities or to start or develop a social enterprise.

The aim of the programme is to develop collateral, capacitate staff and assist organisations to create and leverage growth opportunities.

SERVICES

The services offered in the programme is outlined below, but a big emphasis is placed on what your organisation needs and what your growth objectives are. Any combination of services can be drawn on, based on the assessment done at the outset of the programme.

In addition we are also able to recommend specialists where needed for elements that are not included. A list of objectives will be outlined at the outset with periodic measurements and adjustments.



Assessment

The programme commences with an assessment of organisation growth objectives and current resources.



Schedule

A schedule is set for the development of the various issues outlined in the assessment.



Reporting

Progress reports are provided periodically to measure and assess growth.

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Organisational assessment

Assessment is the first phase of the programme and includes leadership and staff interviews, resource analysis and consideration of current collateral used in the organisation. The outcome of the assessment is discussed in a strategic planning session.

Strategic planning session

A strategic planning session is facilitated, to discuss the outcome of the assessment and to formulate and consolidate the objectives of the growth phase. During this session a development plan is agreed on for the organisation. This will form the basis of our service provision.

Strategy and business plan writing

Based on the strategic planning phase, the required material will be created to formulate and enable the envisioned organisational development. This includes strategic documents such as growth strategies or business plans.

Resource and systems development

Based on the strategy or plan outlined, the next step is to strengthen or implement operating systems. This phase includes consulting, and services to insure that the organisation has systems in place to deliver the growth objectives.

Staff training and capacitation

Emphasis is placed on staff development and capacitation and this phase includes training and coaching with the objective of insuring that the needed skills are nurtured to deliver the growth strategy. Training material and facilitation services are provided.

Marketing, branding and creative services

This is particularly relevant for organisations that aim to become more sustainable and includes elements such as branding, development of marketing collateral, website building and integration of social media.

Service or product development

Service provision is streamlined and product development for social enterprises are focussed on. Aspects included in this phase is marketing material, client services and target market identification. Sales and opportunity creation also forms part of this phase.

Leadership support

Ongoing support is offered to leaders and managers, including consultation, feedback, reporting and opportunity creation. The aim of this phase is to offer support to the drivers of the growth strategy through a combination of consultation and service provision.

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