Learning programme on organisational assessment

the 10 lessons learned
• March 2011 – October 2012
• Together with Southern partners
• Focus on transparency and accountability
Lesson 1

Use OA as a regular check in the change process
Lesson 2

Be clear about **Why** you do the assessment

- Align with organisational ambitions
- Exercise for internal learning and awareness
- Acquire up-to-date performance information
- Comply with procedures for external funding
Lesson 3

Tools help, but your approach is crucial

5 Cs, 6 Boxes, 7S, OCA

Positive approaches:
- Appreciative inquiry
- Self-assessment
Lesson 4

The Black box

Trust and good relationships open the black box
Lesson 5

Be clear about your multiple roles
Take scoring with a grain of salt

Lesson 6
Lesson 7

Agree on how change will happen

- Training ≠ Learning?
- Use of power
- Informal processes
- Participation
Lesson 8

Different skills for different objectives
Lesson 9

Assess change readiness

External and internal drivers
Lesson 10

It takes two to tango

I PLAY ONE ASSESSMENT

I PUT ON THE TABLE A REVERSED ASSESSMENT

Article to be downloaded from: http://www.intrac.org/resources.php?action=resource&id=755
### The 10 Lessons

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