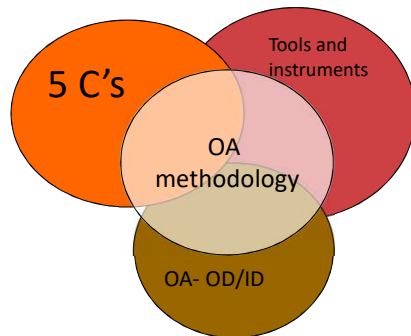


Learning programme on organisational assessment

the 10 lessons learned



Context



- March 2011 – October 2012
- Together with Southern partners
- Focus on transparency and accountability

Document to be downloaded from: https://partos.nl/webfm_send/16495

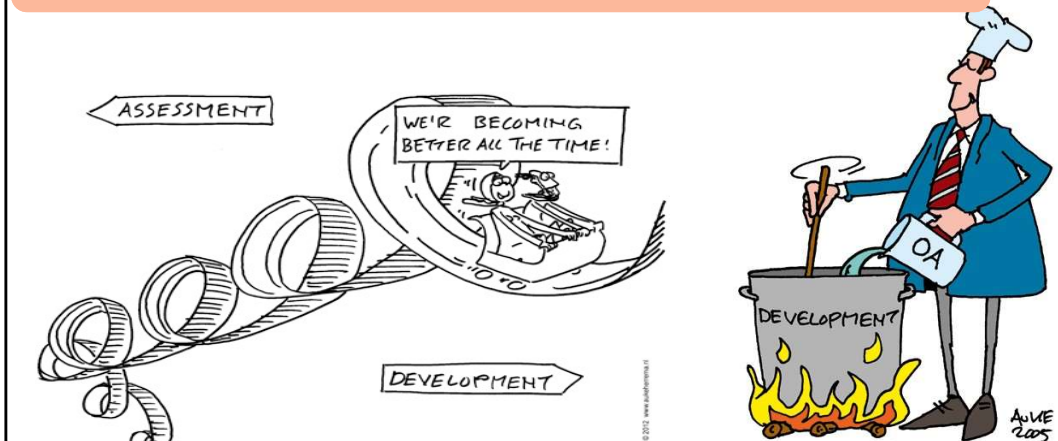
OD

OA

OA = OD

Lesson 1

Use OA as a regular check in the change process



Lesson 2

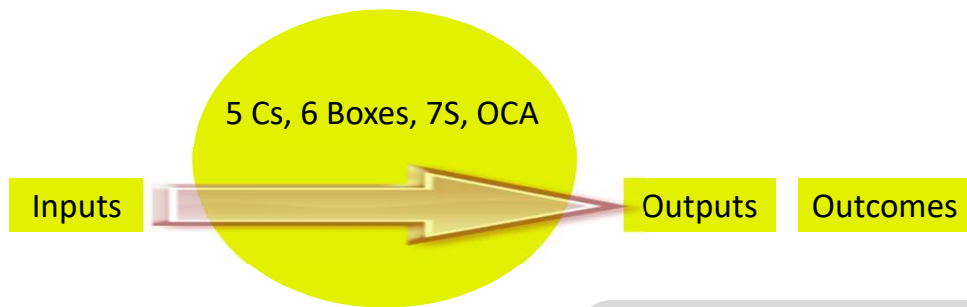
Be clear about **why** you do the assessment



- 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



Positive approaches:

- Appreciative inquiry
- Self-assessment

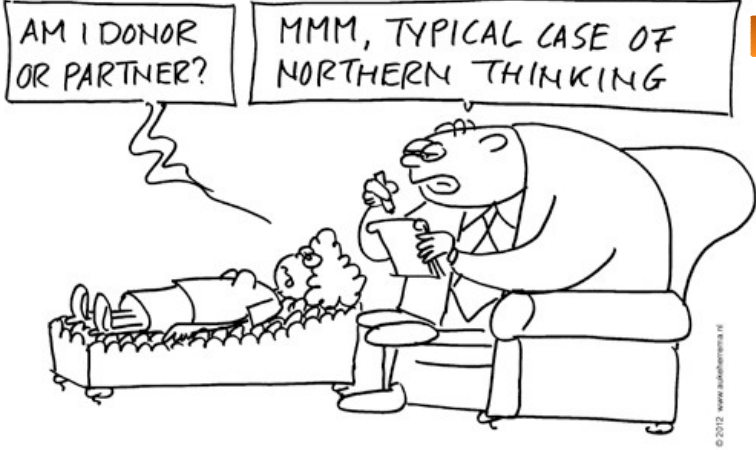
Lesson 4

The Black box

Trust and good
relationships open
the black box



Lesson 5



AM I DONOR
OR PARTNER?

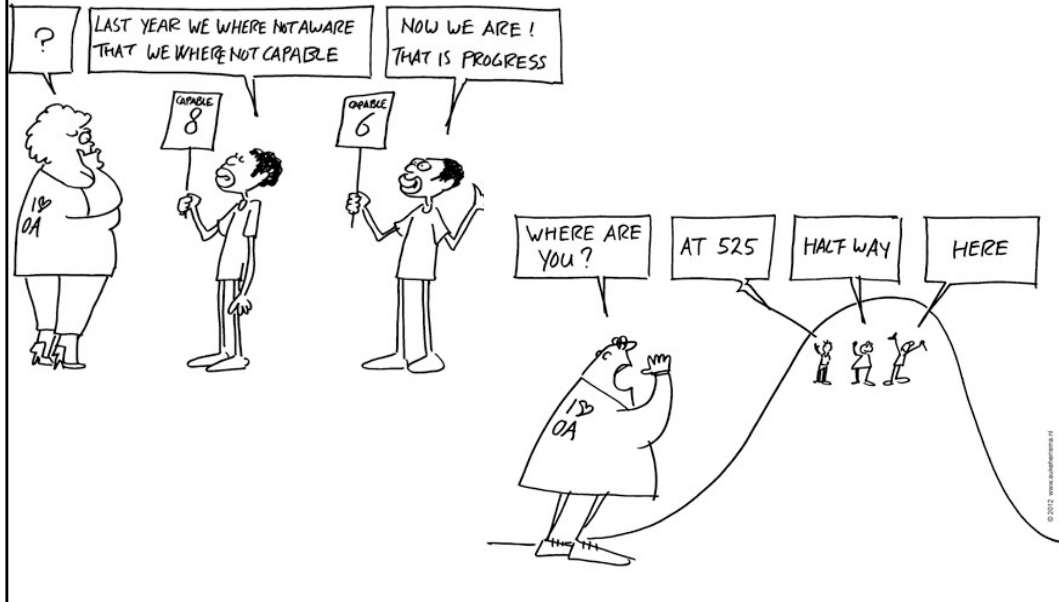
MMM, TYPICAL CASE OF
NORTHERN THINKING

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Be clear about your multiple roles

Take scoring with a grain of salt

Lesson 6



Lesson 7

Agree on how change will happen

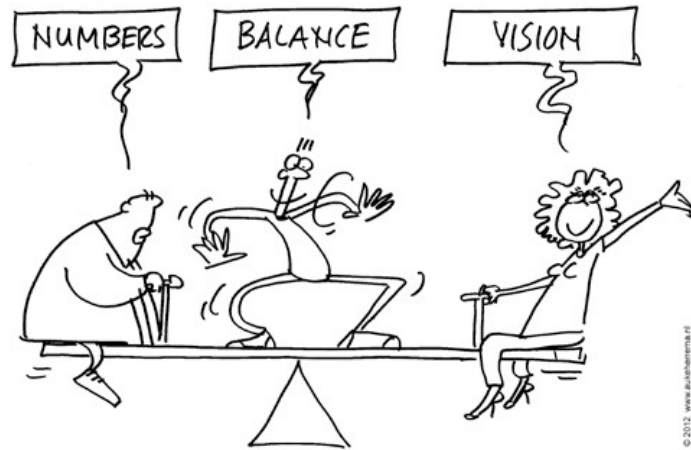


e.g.

- Training \neq Learning?
- Use of power
- Informal processes
- Participation

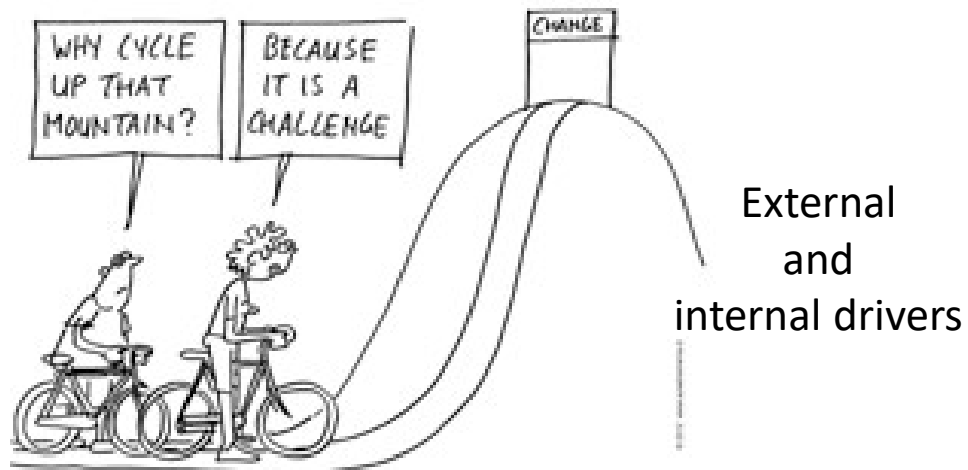
Lesson 8

Different skills for different objectives



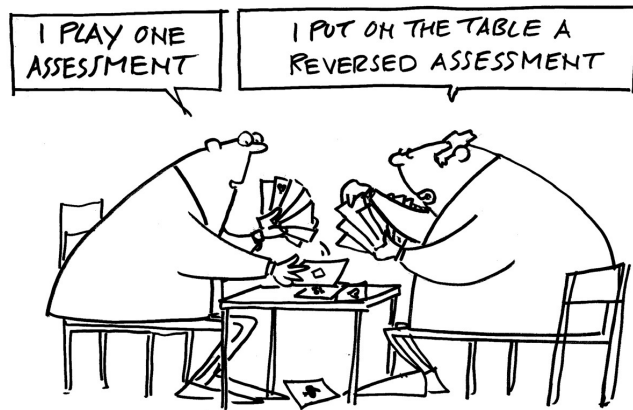
Lesson 9

Assess change readiness



Lesson 10

It takes two to tango



Article to be downloaded from: <http://www.intrac.org/resources.php?action=resource&id=755>

the 10 lessons

Use OA as a regular check
in the change process

Take scoring with a grain of salt

Be clear about why you do the
assessment

Agree on how change
will happen

Tools help, but your approach
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Different skills for
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Trust and good relationships
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It takes two to tango