

OD strategies in international environments:

Case study lessons from the field

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Notes

Essentials for OD change and sustainability

- Know the organization culture and people socio-culture- watch, listen and learn
- Understand the effects of various strategies- the latest contemporary strategy may need to be adjusted or abandoned - one size does not fit all
- Act as a catalyst for change not the central core- aim to make yourself redundant

Capacity development, organizational change, information sharing in international environments in cross-cultural environments face differences in knowledge and language levels. It is important to accommodate these socio-cultural differences and yet gain improved and sustainable workforce change. Strategies that align with an audiences' socio-culture are sometimes difficult to identify. Field case study- 2011-2012 in Kiribati.

When working in international environments although English may be the accepted official language, often other languages are more commonly used.

Field case studies - 2013, 2014 in Pakistan and 2012-2013 in Kiribati.

At times the official language may be only used for government documents.

Field case studies- 2013 in Afghanistan and 2009 in Timor-Leste.

Presenting an information session or meeting paper using an interpreter is not difficult but there are a few rules that should be adhered to. There are 6 rules for successful inter-cultural communication when dealing with an ESL or mixed language audience.

The final section is to demonstrate the role of reinforcement reminders versus acceptance expectations. In OD change there may be change in actions but personal attributes take a lot longer to accept change.

Field case studies - 2011-2012 in Kiribati and 2013 and 2014 in Pakistan.