



Highlights

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OLDN Information Session & Membership Briefing

The first Information Session and Briefing Session for 2021-22 was held on 01 October 2021. Dr. Justine Chinoperekweyi took participants through OLDN Membership Model, LEARN OD Approach, COLD Competency Framework, and Publications. Without downgrading the list of OLDN Membership Benefits, it was emphasized that at the core of OLDN membership is effective Use of Self. Participants were also exposed to some of the global OD institutions and the OD Network Global OD Competency Framework. OLDN Members and participants are encourage to read the **Global Use of Self Report** and **OD Gathering Report 2021**. Recording of the session is available on OLDN TV Facebook Page and YouTube Channel.





"Use of self is the conscious use of one's whole being in the intentional execution of one's roles for effectiveness in whatever the current situation is presenting. The purpose is to be able to execute a role effectively, for others and the system they're in, without personal interference (e.g. bias, blindness, avoidance, and agendas)... to have clear intentions and choice." Jamieson, Auron and Shechtman (2010:5)





#FacilitationWeek





2021 OD, Leadership & Governance Masterclass

Theme: A systemic, Emergent Approach to Organization Transformation

A small group, 2021 COLD Masterclass was held on the 7th and 8th of October 2021. The Facilitators were Dr. Justine Chinoperekweyi, Shingirirai Chizanga, Yvonne Kanjanda, and Patrick Trottier. Participants were exposed to:

- ➤ Review: Fundamentals of OD, and some Emergent OD®
- Four Consultative Approaches
- > Traditional and Emergent Consulting
- ➤ Emergent Change®
- ➤ Emergent Organization Development®
- Emergent Leadership[™], and Emergent Organizations® COLDC participants and guests were drawn from Zimbabwe,

Nigeria, Malawi, and Botswana.



Leadership Presence

The first edition of the Women Leadership Forum facilitated by Regina Huber and Moderated by Yvonne Kanjanda during the third week of September 2021. The small group, 5-hour session focused on Leadership Presence: The Power of Authentic Leadership in driving OLDN members, success. Bontle Marumoloa. Shakiba Nazari and Mompati Kadie participated in this session. 2nd edition is scheduled for December 10, 2021.



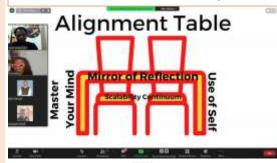
Cecellia Shammim Saidi · 1st Founder of Vintage Health Wellness Center... 15m · ©

I attended the Center for Organization Leadership & Development Masterclass last week. This is the first online interaction that I have had that felt so much like in person. I came off the first day's session, feeling like I was in the same physical space with the facilitators and my fellow participants. Such great facilitation! So inclusive and it maximized on participant input to the content. The class was a safe space and I gained deep insight into OD, I benefited from participants' experiences and contributions and this has given me clear foresight of issues in OD. Thank you COLD.



COLDC Guest Session

COLDC Cohort 6 hosted Toni L. Johnson for a session on 'OD Consultancy: Is it for me? How to Incorporate your Journey into a Viable Consultancy'. The session was attended by OLDN members, Cohort 6 participants, and 3 of upcoming January 2022 Cohort 7 participants. COLDC Cohort 7 will start on 10 January 2022.



Saudi Arabia SME Development Support

On the 30th of September, OLDN members were invited for a briefing session on the Saudi Arabian project to support SMEs in the country. The Project Team comprise Dr. Justine Chinoperekweyi, Dr. Dotun Jegede, Dr. Cornel Malan, and Mrs. Tsitsi Chundu. Details in upcoming Issues.







OLDN Members Global Participation

OLDN members actively engaged in international OD & Change activities. Approximately 10 COLDC and members registered as Panelists for the 2021 OQWS Emerging Practitioner Perspectives Panelists. Ms. Violet Machaka is participating as Volunteer Planning Committee Member for the OD Network 2022 Conference while Ms. Bontle Marumoloa is on the ISODC Planning committee. OLDN members are also registered to participate at the Penn State Workforce Development and OD&C Conference on 19 November 2021.

Appreciations to those who supported the NODE inaugural Webinar, HR Rendezvous September Webinar, and the ISODC 'Breaking into Global OD Consulting' Webinar.





Pipeline OLDN & COLD Activities – October and November

COLD is finalizing discussions with a University in Zimbabwe for the delivery of Consulting Workshops to Masters students in Strategy & Innovation. Deliberations were initiated during the first week of October 2021 and the Concept Note will be finalized during the third week of October. Facilitators drawn from COLDC participants will lead the inaugural session. Further engagements with the University will include co-facilitating continuous development programs to post-graduate students. COLD, as part of the existing CSR initiatives around right education, proposed an annual COLD-OLDN 'Sustainable & **Responsible Innovation' Award**. The award criteria will be co-created to incorporate the OD values and concepts and the University's strategic focus. More details in the upcoming Issue. Look out for OLDN Botswana Webinar in November.

Reframing Corporate Perspectives Series

The Reframing Corporate Perspectives Series will facilitate the Humanizing Workplace session on the 22nd of October 2022.



Book Launch – Disconnect to Reconnect

On 23 October 2021, Mr. Emmanuel Njang will be launching his book in Zimbabwe. The book is titled 'Disconnect to Reconnect'. Plan to support in-person or virtually.

Members are reminded to settle the annual membership fees through their respective International Directors.

For enquiries, write to grace@centreold.com.

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