

## *Training Offering: Advanced Organization Development Consulting Concepts and Techniques*

In my experience, many OD practitioners—and other change consultants, leaders and HR business partners—study in the field of collaborative change, only to find afterwards they still are lacking in sufficiently deeply rooted practical concepts and techniques about what to actually do when engaging with clients. I faced this myself 30 years ago, notwithstanding my earlier corporate and consulting experience and graduate level education. Some of this stark “now what?” seems normal in development. But an important amount of it I believe is avoidable and teachable. This is not unlike the need for training and clinical supervision in psychology and other helping professions.

I am offering a 3-day seminar at my residence this Fall in historic Easton, Maryland, near the Chesapeake Bay, USA, for 6 practitioners of organizational change who wish to study with me and learn more fully about collaborative concepts and techniques. There will be a few short pre-reads, and I will share experiences and learnings from over 30 years in the field, bringing the experiences and reflections of those in the room together. We may also have the opportunity to bring in other luminaries in the field for perspectives and conversations.

Am putting this note out on LinkedIn and other sites to ask for a show of hands of possible interest on the strength of this need and theme. Please reply to me here or to my email, [mdg@distantdrummer.us.com](mailto:mdg@distantdrummer.us.com).

One example of the training will be how to use “self as instrument” as a practical tool to assess and address the core, issues of the client system (rather than rely on abstract models, whose very use often begins to distance the consultant from the client). I’ve posted a brief passage from Warren Bennis from many years ago on how transference (he never uses the word) from the client system onto the change agent provides a chief way “in” to understand the main dynamics at play in the organization and what the OD effort, and agent, is up against. Other topics of the curriculum will draw on areas such as: identifying and pre-qualifying clients for this level of work; establishing the ground for a trusting consulting partnership from the get go; the use and abuse of models; dissolving the duality between achievement and human concerns in intervention and engagement; collaborative process design; large scale meeting design and facilitation; leveraging networks; fees, letters of engagement, and other professional arrangements.

Fees for this first outing will be handled on a sliding scale based on ability to pay, on top of travel and lodging requirements. Candidates should have completed graduate education in the field or its equivalent, including numbers of years of dedicated practice. A discussion of interests and aims with each candidate will precede acceptance and will shape the topics offered. I may also be reached at 1-703-599-7000.