

Caritas Europa Spring Academy, 8-11 April 2019 - Lisbon, Portugal

Organisational Development Learning Path - Module 4: Key OD ingredients for a healthy organisational future

daily schedule :	Monday 8 April Opening	Tuesday 9 April Real Live Cases - Resources	Wednesday 10 April Human / Financial Resources	Thursday 11 April Forward looking sustainability elements
08.00		breakfast	breakfast	breakfast
09.00 – 10.30		S1 Getting started reconnecting Check-in, visiting the mountain, feedback from <i>OD ACTION</i>	S5 Key ingredient Human Resources: Caritas style leadership and people development – part 1 Input and exercises on the relationship between competences, values and beliefs - from “human resources” to “people development”	S9 The complete picture: Having the resources in place for a healthy organisation The two teams work on the challenges of the real case examples.
10.30 – 11.00		Coffee/tea break	Coffee/tea break	Coffee/tea break
11.00 – 12.30		S2 The complete picture: Having the resources in place for a healthy organisation Introduction of two cases and their challenges in terms of bringing the organisational resources in line with organisational sustainability – these two real cases will be the basis for group working sessions throughout the module	S6 Key ingredient Human Resources: Caritas style leadership and people development – part 2 Input and exercises on CST and as the bases for leadership in Caritas and defining the “soft” competences in Caritas professionals	S10 The complete picture: Having the resources in place for a healthy organisation <ul style="list-style-type: none"> • Conclusions from the two real case examples • Harvesting the experience from team work
12.30 – 13.30		Lunch	Lunch	Lunch
13.30 – 15.00		S3 Key ingredient Human Resources: Participatory leadership <ul style="list-style-type: none"> • Introduction to Caritas leadership • Forming working groups and practice in participatory leadership as well as group working skills in two teams 	S7 Interception: Reviewing the learning within the ODLP Options Revisit the self-assessments, reflect on <i>OD ACTION</i> , exchanges resulting in an assessment of learning achievements and remaining gaps	S11 Maintaining relationships beyond ODLP <ul style="list-style-type: none"> • How do we maintain the network? • Where do we find support? • Examples from ODLP 1: buddying Spain/Portugal
15.00 – 15.30		Coffee/tea break	Coffee/tea break	Coffee/tea break
15.30 – 17.00	17:00: Opening of the Spring Academy 2019 Key note Speaker: Prof. Johan Verstraeten	S4 Key ingredient Human Resources: Key competencies for working at Caritas Introduction of <i>competences mapping tool</i> Caritas Portugal	S8 Key ingredient Financial Resources: Fundraising and communication <i>Input and exercises</i>	S12 Celebrating the ODLP Closure of the workshop and good bye
17:00		Closure of day 1	Closure Day 2	
19:00	Dinner at the hotel	Dinner with ODLP group outside hotel	Joint dinner outside the hotel	

