

Church of North India
Synodical Board of Social Services

Induction Orientation
on
Process Oriented Development Intervention

Facilitate by
CNI-SBSS

Process Oriented Development Intervention (PODI)

Development sector has witnessed many changes in its approach. The CNI-SBSS in its long history of 30 years has also evolved from being welfare to development and recently rights based organization. Being a learning organization SBSS has always tried to evolve new learning's and integrated it into the organizational culture. In its journey each phase has been a new learning, with new experiences, changes, shifts and approaches. Though as development wing of CNI, SBSS started its journey in 1978, it is only in 1988 SBSS took a shift from "social welfare" to "social action". This process led to another shift in the development approach in 1991, where SBSS engaged "people" in planning process. In 2000 SBSS introduced the decade long theme "**Towards Building Communities of Resistance and Hope**" at this time, the term rights based approach was introduced as an important approach. From 2005 SBSS highlight more on strengthening its perspective and approach thereby strengthen its understanding on RBA focusing more on issue specific thematic intervention and forming people's organization as its primary agenda

Significance of Process Oriented Development Intervention (PODI)

While consolidating the organizational changed processes and enhancing the new organizational learning's, SBSS moved from being a mere implementer to an accompanier in concept, spirit and action. A conscious shift took place from the project mode to a "**mission mode**" based on very strong perspective, ideologies and values and with programme which are integrated holistic and self propelling. The new accompaniment focused more on supporting the struggle of the marginalized to change policies and institution and individuals in their favor by joining people's organization together to be a **critical mass**.

To integrate the new process and learning and to develop wider ownership towards the new leaders and social entrepreneurs SBSS required to go through an induction orientation process where the newly recruited staff of the DBSS and SBSS understand and internalizes the organizational perspective, ethos and process. With this objective in mind SBSS aims to organize a **Process Oriented Development Intervention (PODI)** for integration the organizational learning's into an organizational culture.

Process Oriented Development Intervention (PODI) is a critical pedagogy which will help the partaker to strengthen their values and ideology to develop a strong perspective and to evolve with proper tools and techniques as well as profession skills to implement a project proposal. For SBSS Process-driven work is important and highly relevant to the organizational environment, as it leads to helps it to work together, understand each other, and takes decisions collectively wherein in spite of differences we contribute to the progress of our self and the growth of our organization. The process at a deeper level is exercised through learning and unlearning, dissenting and agreeing, doubting and confirming etc., but we involve in these process by asking some fundamental questions in the beginning itself: who I am, where I am, what I am supposed to do and how I am going to do them? These rudimentary, yet important questions, if answered individually, unfolds each individual's lead to collective decision-making, developing organic inter-personal relationship, trusting each other unconditionally, creating space for each one etc. Thus process defines our action and role playing in harmony with that of the other, keeping or visualizing the larger picture in mind.

Who can participate?

This induction orientation programme is mainly design for the Community Enabler (CE) or newly appointed staff in the DBSS; they may be the Programme Coordinator & Communication & Documentation Assistance (CDA). This programme has an opportunity to widening our understanding on the organizational perspective as well as equipping them with professional

techniques to take forward the project in order to carry forward the Mission agenda of our Lord Jesus Christ.

Objectives

- To bring conceptual clarity and shared understanding on shared understanding on organizational perspective, vision, mission, approach, issue, themes in the context of the reference community.
- Enhancing the knowledge and skill, to facilitate the movement building process

The pedagogy

Each module will have a strong field exposure where the participants would have chance to interact with the communities, understand and identify the situation in which they are and the cause and reason behind the situation. After identifying it the participants would discuss and debate about it in class room session where from the facilitators would pick up and start building on the understanding gathered by the participants from the field as well as their past experiences. The role of the Facilitations would be to draw ideas from the participants and synthesizing it into a framework

- Karayashala- going to the field and interacting with the reference communities
- Input session
- role play
- Games
- Group work and group discussion
- audio visuals

Duration of the Programme

It's a 20 days programme, including the class room session and practical exposure to have a real life experience

Medium of facilitation

The training programme will delivered in Hindi

Team involve to facilitate or deliver the programme

Teams of expert from the SBSS, DBSS and even community will delivered and facilitate the process

The Module

6 major modules have been designed for this induction process. All the module emphasis on mentoring the development activist on strengthening the leadership, so emphasis is strongly given on strengthening the values and perspectives of the participants for greater accountability, and decision making

Creating the mood-Most of the participants are leaders in their respective field, they have been enabling the community showing them directions, it is important for them to identify their leadership qualities and demonstrate it. The participants are also required to know and understand the larger picture. Therefore with the first module a tone would be set for the participants. The participants where they would reflect upon their self locate her vision and link it with the present context.

Building perspective: vision should always be based on strong ideologies and perspective. This module will focus in building these perspectives for the leaders. These perspectives in turn will help the participants to understand the structural issues and design a campaign accordingly. it will also help then to take a ideological stand for the victims of these structural issues.

Scaling up 'problem to issue' -converting a problem to an issue and linking the issue further to a movement is the most important step for a development activist. This module would help the participants to understand the community, identify the problem of the community and link it with the issue. Through this process they would analyse and link the local problem with the global issues. This will help them to dramatize the issue and accelerate it.

Learning to build a movement: once you elevate the issue and dramatize it, it becomes important to have a mass base to build a movement on the issue. this module will help the participants to journey through the a process of building a movement. Where participants would understand the need of a peoples movement for addressing the issue designing a campaign for movement building-

<p>Module : knowing self As the participants have come from different places it is important to create a mood, this module will focus mostly at two things firstly to explain to them the need and the importance of this induction orientation and also to get a feedback of their expectation from this programme</p> <p>The participants would also be made to identify her self, her role and also to locate her larger vision. she would be made to understand the importance of process orientated development intervention</p>		
Content	Resource person	Methodology
<ul style="list-style-type: none"> • Need of PODI • Introduce PODI module • Feed back on the PODI • Role of the participants • Understanding self? who am I ? What I am supposed to do? why am I suppose to do so? • how am I suppose to do so ?-understanding process based development intervention 	<p>paul siromani</p>	<p>Input session, sharing , group work, games</p>
Time frame	<p>Expectation : 17th morning Knowing self : 17th March post lunch to 19th March. 2009</p>	

<p>Module : Building perspective It is very important for the participants to know the background through which our organization has evolved. its history , its journey and approaches We would like to recollect and reconfirm the essence of sbss, what do we strongly believe in? The participants would be made to encounter with values, the mandate and the vision and mission of sbss and its strong theological base. The participants would be made to experience the programmatic and organizational perspective that sbss believes in.</p>		
Content	Resource person	Overall Methodology

<ul style="list-style-type: none"> • evolution of SBSS – its journey in the last 3 decade (the journey of sbss has to be linked with the development journey of the development cooperation – how the civil society organizations have moved from charity to welfare to rights approach • understanding the mandate organizational values , Vision and mission (the role of sbss, rcsa and dbss in addressing the mission) • the political theology- kingdom of god , justice based approach 		<p>Input session, group discussion and presentation, sharing of experience,</p>
<p>Time frame 3DAY</p>	<p>20th March to 21 March . 2009</p>	

Module : Scaling up – problem to issue

For this module it is important for the participants to visit the community, understand the dynamics of the community, the different interest groups in a community. The participants would also identify the different problems that the community member faces and try to link these problems with the larger issues. For this they need to visit the community, do a problem try analysis and find the root cause (issue). they also need to analyse the issue with the larger global context and ultimately they to solve the issue.

<p>Content</p>	<p>Methodology</p>
<ul style="list-style-type: none"> • understanding the community • how do you define a community • who are the different stakeholders in our community • identifying the problems in a community • linking the problem to an issue • analysis of the issue- local problem to global situation – use of the LCP framework and the PRA tool • how to elevate an issue – scaling up by using 4 a approach and tools of advocacy 	<p>Field visit Input session, group work and group presentation</p> <p>Use of LCP framework in field Application of PRA tools</p>
<ul style="list-style-type: none"> • The perspective behind the issues of 	

land, livelihood, food security and tribal identity	
Time frame	22nd March to 26th March 2009

Module : Learning to build a movement : journey for political decision making	
Once the issue is identified it is important to move to the next step of organizing the community on the basis of the issue. the participants would reflect on the need for community organizing. They would identify and understand the different steps that are required for community organizing. the participants would also be made to understand whether community based organization enough for political decision making or we need to move beyond that . They would identify how to move beyond CBO. what is required for this movement and what would be the role of the peoples organization and how they would sustain these peoples organization	
Content	Methodology
Why community needs to be organized Steps of community organizing Being a part of political decision making : From community organizing to movement building – why we need to move beyond Community based organization What is a peoples organization, defining the criterion How to move from community organizing to peoples organization – role of the po How to sustain the movement	KARYASHALA MODEL It's include the class room session as well as filed visit, learning from the community
Time frame	27th March to 31st March 2008 29th : Sunday worship and sightseeing

Module : designing a campaign for movement building	
Once the participants have journeyed through the ideologies, values, perspectives and the approaches of SBSS it is important for them to plan programmes based on a issue. so the participants would plan a campaign based on an issue. While planning a campaign the steps for designing it would be explained. The need to sustain a campaign would also be reflected on. SBSS believes in some basic concepts like 4 A approach and mission mode. How it could be incorporated in planning?	
Content	Methodology
What is a campaign How to design a campaign –steps of planning Basic concepts of sbss- 4 a approach (rba), mission mode	Input session , group work
Time frame	1st April to 2nd April 2009

Module : Debriefing and closing	
Content	Methodology
<ul style="list-style-type: none"> • Group presentation on the content, process and their learning • Individual will share their learning and its utility in there respective DBSS 	Sharing of experience & presentation
Time frame	Debriefing :4th April 2009 morning Closing : 4pm to 7 pm

Module : accounting and documentation	
<p>This module will specially be for the CDA (communication and documentation associates) when ever an event occurs it is important for us to document the events and then analyze the learning's so that it can be incorporates into the organizational culture to become and organizational culture . with is in mind we would like to develop the cds to not only build up good practice for accountings but also learn to document the realities of field . the cds, will go to the community to see the good practices of accountings and documentation. In this module they would also visit the community and see how the peoples organization and shgs maintains the book of accounts and all books related to documentations . they would write case as well as analyze it to find the learning's</p>	
Content	Methodology
<ul style="list-style-type: none"> • Knowing cost reimbursement as a model • Application of the model at dbss • Good systems of accounting and documenting at dbss and community • How to write a case study or capture a case from the field and link it with the context both at micro and macro level • How to develop and information center at the village level 	Going to the community and dbss to see different applications of accountings
Time frame	23rd to 26th of March, the participants would be send to dbss Barrackpore Closing : 4pm to 7 pm

Conclusion

The solution to the societal problem should emerge from the community itself therefore by initiating PODI SBSS and DBSS would move towards a mutual learning exercise from the community. This process would mainly focus in emphasizing on values and vision building and to challenge the traditional thinking and rigid mindset. This process would identify the needs and potential of the staff, sharing knowledge skills to actualize their own growth to understand and get linked with the larger picture.