

STRATEGIC MANAGEMENT

Managing regional LGBTIQ & rainbow family's cooperation in SEE - with inspiration, involvement and direction*

Course description

Today's leaders are asked to inspire, motivate and empower others to work for their visions and to engage in learning and change processes. At the same time, they have to produce concrete results for the community – that fit with the strategy of the organisation. The management is often caught between the desire to involve and listen to staff and the need to implement certain strategies and projects.

The course targets LGBTIQ*/rainbow leaders (and possibly other change agents) who wish to create sustainable change in their region together with other organisations across the border. The course will focus on developing useful and participatory regional

cooperation. The participants will learn to facilitate discussion of needs in diverse communities, and on building commitment among stakeholders (volunteers and other local community members). The participants will work on their own ideas for regional cooperation and receive feedback on their work.



The course will give you...

- An understanding of how to create management commitment as well as involvement of volunteers and other stakeholders in regional cooperation
- A chance to practice asking the right questions with a diverse group of people
- Methods to structure and plan open-ended processes ... and the confidence to facilitate them even when things do not turn out as planned
- An ability to create clarity and set the framework, ensuring that international projects are in line with organisational goals
- A possibility to work on a tailor-made plan for setting up regional cooperation that fits your actual needs/visions (selecting the right focus, involving stakeholders, planning the process and the follow-up)
- An opportunity to receive coaching on your exact challenges in relation to implementing your ideas at home

Methodology

The course will be based on research on current research on strategic management and participation - particularly from a social constructionist and appreciative approaches. In spite of the theoretical basis, the training will be highly practical. The course will consist of a mix of short theoretical inputs, concrete exercises, and group discussions. The group will work on their own cases, reflect upon them in relation to the theory and be coached on their ideas of implementing them at home.



Programme

Introduction: programme, learning goals and learning contract

Social constructionist approaches to managing strategic change processes

- The human factor in change
- Perspectives on strategy and strategic management
- Vision and mission

Formulating the strategic framework

- Organisational (strength-based) analysis
- Defining change desire - strategies and visions
- Stakeholder analysis (strategic actors)
- Taking perspective of others - and involving them
- Managing communication and relations

Involving stakeholders

- Power of questions
- The appreciative approach
- Working on own cases - planning a change process

Giving and receiving feedback

- My personal leadership – summarising learning outcome
- Evaluation

About In Dialogue

In Dialogue is a consultancy corporation that works with development of individuals, leaders, consultants, teams, organisations and communities. In Dialogue was established in 2004 and got its recent name in 2007.

Our consultants work within the approach of In Dialogue, when inspiring change, development and growth. We closely follow new academic developments and are proud of translating new theories into practical and sustainable solutions to your challenges. All the consultants have a higher degree in relevant sciences as well as a proven capacity to translate their knowledge into practice - e.g. in relation to coaching, conflict mediation, project management and organisational change and learning.

We operate in various parts of the world, and all consultants have extensive national as well as international experience and are trained in applying their competences in culturally sensitive ways. Our main office is located in Roskilde, Denmark. Next to that we have an office in the city of Gouda, The Netherlands. Read more on [our homepage](#) or contact us via opencourses@in-dialogue.org.

In Dialogue courses

In Dialogue makes sure that learning at our courses is contextualised and therefore relevant for the challenges of

the participants. Theory is put into action through concrete training of new competences as well as through working on the cases from the group:

- The courses are well structured though still flexible to allow for adjustments based on the dialogue with the participants about their concrete challenges, needs and previous experiences
- The international setting ensures an inspiring environment where the diversity of contexts, challenges and ideas are used to increase the understanding of complexity and diverse ways of dealing with issues.
- Our courses are based on a sound theoretical foundation of social constructionist theory. This means that we draw upon innovative approaches such as the narrative, systemic, appreciative and solution focused approaches.
- We believe that there lies a greater potential for development in strengths than in weaknesses. We therefore focus on applying the resources of each participant to reach his/her learning goals and to build an appreciative working atmosphere within the group.
- It is important for In Dialogue that everyone leaves our courses feeling empowered and competent to apply the concrete outcome of the course in his/her daily work – knowing in which situations to use which techniques and when not to use them.