

# Stepping Through Transitions

## Workshops for non-profit organisations



Every organisation goes through transitions but some are more challenging than others. We offer powerful concepts and practical tools to help organisations understand how to transition effectively through the various stages of development:

**Founding and Forming**  
**Getting Established/Organising**  
**Becoming More Productive/Managing**  
**Leading and Governing**  
**Charting New Waters/Elaborating**

Two different workshops cater for organisations at different stages, size and context.

### **Workshop A. From Founding/Forming through to Becoming More Productive/ Managing**

For small Trusts and Incorporated Societies with a few staff, often volunteer based, this workshop focuses on the transition challenges of establishing appropriate infrastructure and managing increasing demand for services and the impact on capacity and capability building.



### **Workshop A in 2013:**

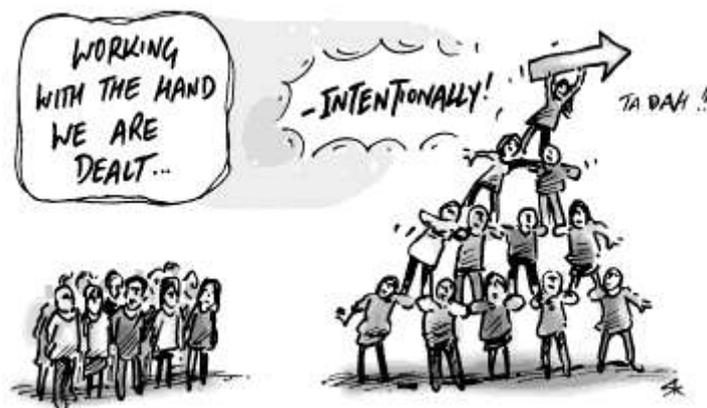
- **Auckland** 17 April
- **Taranaki** 20 August in partnership with The Bishop's Action Foundation
- **Whanganui and Nelson** (tba)

**Who should attend:** At least two people from each organisation, preferably a staff member and a committee member, trustee or board member. Concessional rates apply for multiple attendees.

## **Workshop B. From Becoming More Productive/ Managing to Charting New Waters/ Elaborating**

For senior managers and Board members from larger Incorporated Societies, Trusts and Social Enterprises, employing more than 8 staff, and with an operating budget of over \$300,000.

Workshop B addresses the transitional issues of changing roles and responsibilities of management and governance, the impact of success and growth, and the need to innovate and restructure for increasing social impact and sustainability.



### **Workshop B in 2013**

**Auckland 21 May**

**17 September**

**Who should attend:** At least two people from each organisation, preferably senior staff (CEO, GM) and Chair, trustees or board members. Concessional rates apply for multiple attendees.

***Either workshop can be run in other centres on request. [info@cgotransitions.co.nz](mailto:info@cgotransitions.co.nz)***

### **Who we are**

Facilitators **Dr Judith McMorland** and **Hazel Hodgkin**, both have long experience of working with non-profit organisations. Combining their areas of expertise, they are co-directors of CGO Transitions Ltd.

**CGO Transitions Ltd** promotes research, education and development amongst non-profit/common good organisations. Our primary intention is to build effective common good organisations that can grow well and manage change. The concepts and tools used in the workshops build on an extensive NZ study, to be published in 2013, by Judith McMorland and fellow director, Dr Ljiljana Erakovic, of development stages in common good organisations in New Zealand.

***For inquiries, further details and enrolment forms on workshops, and publication information, please contact [info@cgotransitions.co.nz](mailto:info@cgotransitions.co.nz).***

### **Participant Reviews**

*“Extremely valuable course .... the right mix of organisational theory and practical application”*  
Board chair, Health service provider

*“I am conscious of managing transitions, but these tools/concepts really help clarify some of the transitional issues”* CEO Service provider