



BCO Values

Our values are aligned with the core values of the field of OD. They guide the work of the BCO volunteer team.

- Participation
- Learning
- Openness
- Trust
- Teams
- Synergy

BCO Team

- All members are professionals who have worked or are working in related fields: Training and Development, Human Resources, Performance Management, Management Coaching, Psychology and Community Development.
- The senior consultants have at least 10 – 15 years of OD experience.
- Some members are students currently enrolled in graduate OD work.
- The team is committed to giving back to the community

BCODN

BCODN is a chapter of the Organization Development Network, an international, professional association whose members are committed to practicing organization development

Contact Us

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Building Community Organizations (BCO)

BCO is a mentorship program of the BC Organizational Development Network (BCODN) focused on the growth of BC non-profit organizations through the mentorship of emerging practitioners of Organizational Development by seasoned practitioners.

About US

BCO is a mentorship program of the BC Organization Development Network (BCODN) focused on the growth of BC non-profit organizations and emerging practitioners of Organizational Development (OD).

Under this program, emerging OD practitioners volunteer to work on organizational issues with non-profit organizations. Their work is shadowed and led by a senior consultant (10 – 15 years' experience in OD) who provides them with coaching and mentoring as they work collaboratively with the non-profit client usually on 2 – 4 month long projects.

What is OD?

OD is an interdisciplinary field of practice based on management, psychology, human resources, systems thinking and organizational behavior. OD consulting focuses on helping organizations function more effectively and efficiently by aligning the human system and the organizational culture and structure with the business strategy.

How Does BCO Work?

The consulting team of emerging OD practitioners work with the non-profit organization to assess their needs, define the scope of the project and to develop and implement a plan.

"The professional support and consideration of the BCODN Team was empowering and encouraging. Their assessment and recommendations strengthen our internal structures and organizational effectiveness".
Allen Brooks Nature Conservancy Society

Projects take place twice a year,

The non-profit organization must:

- ✓ Need outside help with workplace issues
- ✓ Lack the financial resources to hire a OD consultant.
- ✓ Be willing to work with a less experienced OD consulting team under the direction of an experienced consultant.



Potential Focus of BCO Projects

- Staff development
- Communication
- Team building
- Organizational change
- Organizational design
- Leadership
- Strategic planning
- Process improvement
- Performance management