



British Columbia Organization Development – Building Communities Organizations  
Information for Project Mentors

Thank you for interest in the Building Community Organizations (BCO) Program. BCO is a mentorship program for emerging practitioners of Organizational Development (OD), sponsored by British Columbia Organization Development Network (BC ODN). Under this program, teams of emerging OD practitioners volunteer to work on organizational issues with non-profit client organizations in BC. Their work is shadowed and led by a project mentor with 10 – 15 years of OD experience, who provides coaching and mentoring as they work collaboratively with the non-profit client. The projects are up to 4 month in duration and the project mentor's time commitment is on average 2-3 hours per week. OD practitioners are asked to express your interest in becoming a volunteer mentor by emailing [info@bcodn.org](mailto:info@bcodn.org).

The BCO volunteer consultants backgrounds range from students and recent graduates of OD programs to professionals in related fields who are making a career change or wanting to further develop their skills, while giving back to the community. Project mentors support a specific project team using a defined consulting process. The general duties involve: coaching, resource sharing, advising, and supporting the team process.

How does it work? The consulting teams of emerging OD practitioners receive an orientation and team building process in advance of their projects. Using a defined consulting process under the support and mentorship of the Project Mentor, the team assesses the needs of the non-profit client organization, develops and implement a plan to address the client needs. The team creates a final project report as well as their key learnings that are shared with the BCO Program and BC ODN.