



British Columbia Organization Development – Building Communities Organizations
Information for Volunteer Consultants

Thank you for interest in 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 senior consultant who provides them with coaching and mentoring as they work collaboratively with the non-profit client. The projects are up to 4 month in duration and the time commitment is on average 5-7 hours per week. The program is available to members of the BC Organization Development Network (BC ODN) – a provincial professional organization.

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. The senior consultants have at least 10-15 years of Organization Development experience.

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.

There is a cost of \$100.00 to participate in a BCO Project. This contributes to the cost of the program and provides you with the following value:

- Enhanced OD skills by applying OD principles, tools, strategies and techniques to real work experiences
- OD experience that will enhance your resume
- Team-building skills and experience in developing a team charter
- Quality mentoring from an experienced OD practitioner for the duration of the project
- Opportunity to learn and apply an OD consulting methodology supported by resources and materials
- An expanded network of colleagues
- A test environment for trying out new skills and exploring OD interventions

Volunteer Profile Information

If you are interested in volunteering for a Community Consulting Team, please provide the following:

First Name:

Last Name:

Street Address:

City & Province:

Postal Code:

Phone Number:

Email:

I am interested in being a volunteer consultant: [Check all that apply]

- During the next 3 – 4 months
- Anytime during the next 12 months
- Contact me whenever you need a volunteer
- I have read the requirements for community consulting team volunteers. (If not, please do so before applying.)

My past experience with BCO Consulting Teams: [Check one]

- This is my first application.
- I applied and was invited to participate but had to decline.
- I have previously participated on a consulting team but was only able to work for part of the project.
- I have previously participated on a community consulting team in completing one or more projects.

Prior organizational consulting/organizational change experience:

This helps us determine needed skill sets on consulting teams. Your answers will not exclude you from participating on a team.

Please check any of the following that apply to you:

- I have never done any of this kind of work
- I have done simulations, role plays, case studies, college/university courses, or workshops focused on organizational dynamics
- I have worked with others on organizational consulting or organizational change projects that included an experienced lead consultant or faculty person
- I have direct experience in facilitating group sessions during an organizational consulting or organizational change project
- I have worked for several clients by myself where I had responsibility for the work but where another person had ultimate responsibility to the client
- I have worked as an independent consultant with responsibility for the entire process

How flexible is your schedule? [Check one]

- Completely flexible, my commitments allow me to meet virtually any day or evening
- Moderately flexible, I have 3-hour time blocks available for scheduling meetings or consulting activities during several business days a week. I am also available during several evenings a week.
- Somewhat flexible, I have 3-hour time blocks available for scheduling meetings or consulting activities on at least one business day a week. I am also available during at least one evening a week.
- Not very flexible, but I would like to see if I could make it work

Why are you interested in being on a Community Consulting Team? [Please write a short paragraph.]