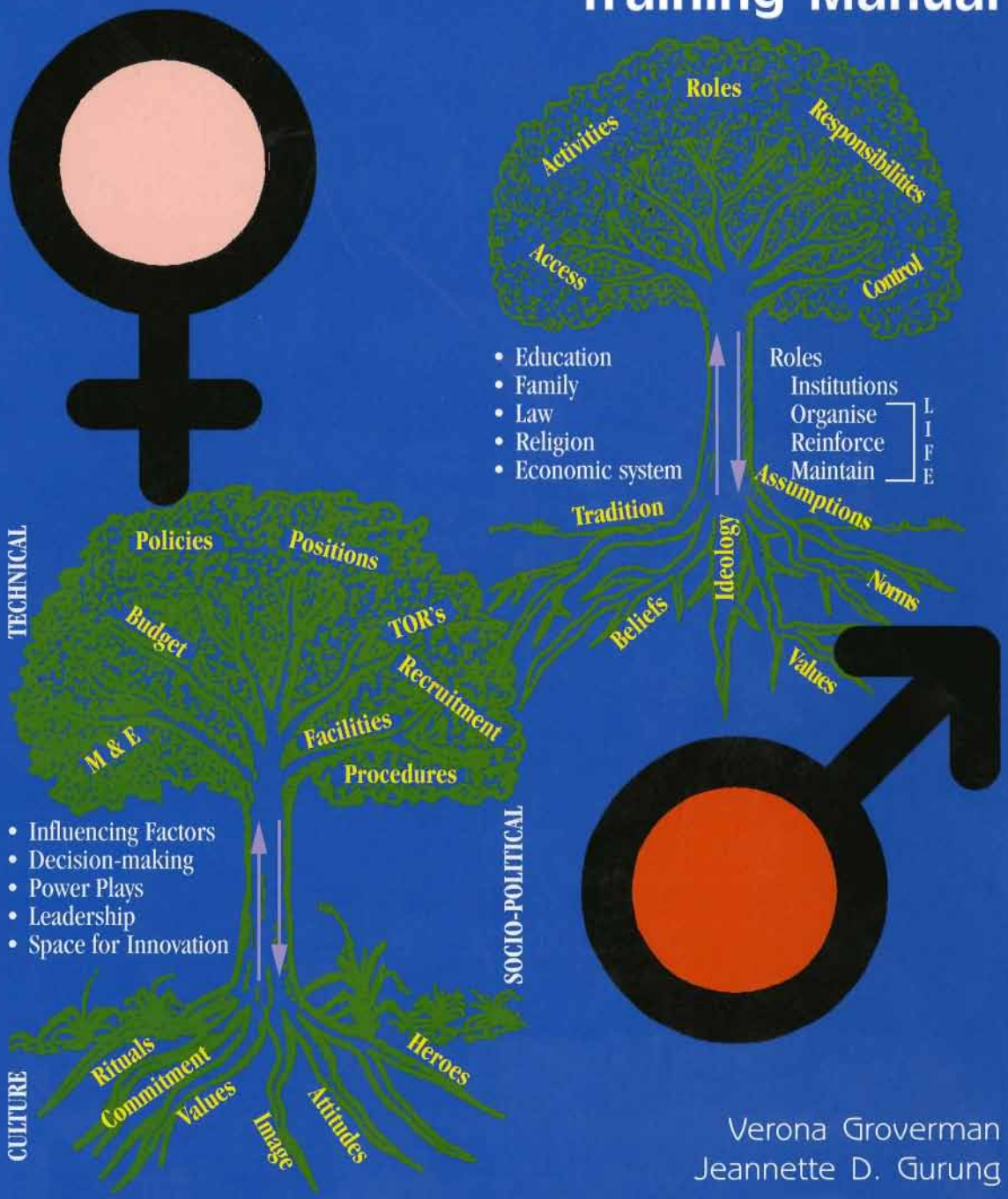
ICIMOD

Gender and Organisational Change
Training Manual



Verona Groverman
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PREFACE

Readers will appreciate the difficulties of translating a thoroughly participatory process like that involved in training people in and making them aware of gender in development organisations and in their work: how to be aware of its implications for the self? how to be aware of its implications for others? and above all, how to integrate it into an organisation and into the field in as non-threatening a manner as possible? Much of this, translated orally and in awareness-raising exercises, merges together into a holistic process that can, and often does, result in fundamental changes in the way people see themselves and their work. Putting it down on paper is another situation entirely.

Through their own insights and by judicious use of material already published, Verona Groverman and Jeannette Gurung have put together this useful manual on gender training. It is to their credit that both original and adapted material merge well into a logical and useful volume.

The volume is based not only on experiences from the Gender and Organisational Development programme of the International Centre for Integrated Mountain Development (ICIMOD) but on experiences from partner organisations and colleagues in the field as well as material already published.

Acknowledgements

The authors have carefully selected materials from many publications to enhance the quality and diversity of training materials. We are grateful to the following publishers for allowing us to freely reproduce their materials within these pages, so that all may benefit from their use.

Gower Publising for 'Unblocking your Thinking: Personal Skills' in *35 Checklist for Human Resource Development* by Ian MacKay.

Harper Collins Publishers for pages 63-66 in *Talking From 9 to 5* by Deborah Tannen.

Kern Konsult for pages 33 and 91, 'Core Qualities' in *Inspiration and Quality in Organisations* by D. Ofman.

InterAction for pages 3-21 of *Best Practices for Gender Integration in Organizations and Programs from the InterAction Community* by K. Hamerschlag and A. Reerink.

International Institute for Environment and Development for pages 167, 171-2, 176,192 of *A Trainer's Guide for Participatory Learning and Action* by J.N. Pretty, I. Guijt, J. Thompson and I. Scoones.

KIT Press for pages 91, 114 of *Gender and Organizational Change: Bridging the Gap Between Policy and Practice* by M. MacDonald, E. Sprenger and I. Dubel.

Oxfam UK and Ireland for pages 89, 226 of *The Oxfam Gender Training Manual* by S. Williams, J. Seed, and A. Mwau, and for pages 17-27 of 'Managing Organisational Space and Time' by Anne Marie Goetz in *Gender and Development.*

Prentice-Hall, Inc. for pages 346-34 of *Organizational Behavior: An Experiential Approach* by D.A. Kolb, J.S. Osland, and M. Rubin.

UNDP/PROWESS for page 62 of *Tools for Community Participation: A Manual for Training Trainers in Participatory Techniques* by L. Srinivasan.

UNIFEM for pages 30 and 47-49 of *Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers* by Rani Parker.

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