

Human and Institutional Development (HID):

A Fellowship Programme

Most organisations build people's capacities through training, dialoguing, mentoring or coaching either by sending staff for external training programmes or by inviting consultants to conduct in-house programmes.

However, training has its limitations in making organizations more effective. These need to be supported by work on programme quality, open and transparent systems of communication, team work, organisational learning culture etc... Along with building people's capacities, organisations too need change management to address various needs and problems that crop up from time to time. An integrated approach to build capacities of individuals and organisations is human and institutional development.

The HID fellowship is designed in a way that the capacity building of an individual happens in the context of an planned organization change process. Along with learning about and understanding organisations the fellow will analyse, plan, design and implement an organisational change intervention.

HID Fellowship programme

The HID Fellowship programme seeks to train young people in the development sector interested in developing a *practical* understanding and skills in Human and Institutional Development. It is open to organizations who wish to undertake organization change interventions while developing their internal competencies. In such cases HIDF's partnership will be with the organisation as well as the individual nominated for the fellowship by the organisation. It is also open to individuals involved with the development sector who wish to gain an understanding of Human and Institutional Development.

Why should you participate in this programme?

The partnering organization will have a trained internal person with an understanding of organisations and the scope of planned organisational change interventions.

The fellowship offers a hands-on, on- the-job learning opportunity to:

- Explore the linkage between practice and theory in human resource and institutional development;
- Develop a sensitivity to process and group dynamics;
- Understand human and institutional development issues and practices in the development sector such as human resource management, organisational structure, systems, leadership, governance and team building;
- Have a framework to understand HID in different development sectors such as Livelihoods Promotion, Natural Resource Management, Micro-Finance, Education, Health etc.

Roopantaran-SRTT

Institutional Building
Resource Group- HIDForum
Bangalore



Duration

The fellowship will be for a period of one year starting end **May 2010**. A consultation meeting of two days will be held with all the organizations who express interest in order to design the programme taking into account the needs of the organizations.

Methodology

During the fellowship period fellows will be

- Offered four- learning events;
- Mentoring support from a senior HID expert for an application project to be taken up in their organization; and
- Financial support for travel and incidental expenses *may* be provided during the fellowship period, if needed.

A *certificate of completion* will be provided by HIDF if the project undertaken is successfully completed by the fellowship holder.

The fellow will have to necessarily document the experiences under the fellowship, which could also be in regional languages. Wherever possible, the fellow will be provided learning opportunities in other programmes of the HIDF.

Costing for the programme

HIDF will bear the expenses of resource persons and boarding and lodging. Participating organizations will have to bear the cost of their travel and internal expenses for the application work of the fellow.

Language of the learning events: The programme will be bi-lingual- in Hindi and English.

Note:

Do contact *Haritha Sarma* at HIDF for more information, to express interest and seek clarifications

You may also contact Roopantaran staff Mr. Himanshu Vyas, (phone: 09820570197) or Dr. Anuradha Prasad (Institutional Building adviser, SRTT, phone 09845236741

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Currently eight fellows from seven organizations are undergoing the fellowship programme. Here is a glimpse of what they have to say on their experiences:

“Started understanding a little about myself on a day to day level. Also understood the group. Observed myself and reflect on where and how to improve.”

“I see a shift in my journey-professionally and personally, much grown”.

“The framework which we have collectively developed gave a better focus in this field”.

“The programme has helped me in widening the ideas along with perspective”