

Genuine Contact™ Program

What is the Genuine Contact™ program?

The Genuine Contact™ program is a program for building skill and capacity within the organization, for working with change. The Genuine Contact™ program is the vehicle through which the organization becomes an interconnected learning organization, an Open Space Organization.

The Genuine Contact™ program was designed by Dalar International to keep external consultant involvement to a minimum, providing training and mentoring work only, so that working with change is led from within the organization. Change from within has the best opportunity to last and renew itself. Think of the last time that someone tried to "change you". Now think of changes that you have gone through in your personal life that you chose. You will soon see why we strongly advocate for change from within the organization.

Leaders within an organization are taught to develop and use an operating system in which business is conducted with genuine contact at all levels on an ongoing basis. Upon completion of the sixteen days of training, the leaders are authorized to teach others within the organization, in an ongoing internal process, until the new operating system is functioning fully in a growthful and effective way. During year one, during and following the initial training, a consultant to the organization coaches and mentors this "in-house" team as the "in-house" team leads the change process for its own organization.

Training components of the Genuine Contact™ Program are:

1. Working with Open Space Technology (4 days)
2. Working with Whole Person Process Facilitation (2 days)
3. Working with Cross Cultural Conflict Resolution (2 days)
4. Advanced Work in Open Space Technology focusing on the Open Space Organization (4 days)

Train the trainer in the Genuine Contact™ program (4 days).

Values & Considerations to Assist You in Determining if the Genuine Contact™ Program is Right for You and Your Organization

If you and your organization are truly interested in effectiveness and success, if you want positive results in attitude and action, if you understand that change is constant and cannot be managed, then the Genuine Contact™ program is for you. It provides a simple approach for solving complex situations, and helps you create a way of working with ongoing change.

The Genuine Contact™ program is for you if:

- You value whole systems thinking and understand that the organization is not a "closed system," but an open one, subject to constant change and interaction with the environment in which it operates. You want your organization to be flexible, able to flourish as it navigates successfully through change.
- You value learning organizations that build the capacity, skills and knowledge of individuals resulting in ongoing organizational effectiveness.
- You value developing and using the potential of your human resources for successful personal and organizational accomplishment.
- You value effective work teams that can address day to day challenges, assessing and overcoming any difficulties they encounter, and coordinating their efforts with other work teams that might be affected.
- You value a clear framework of parameters that are understood throughout the organization so that individuals can work effectively under minimum supervision, and can safely participate in finding and implementing solutions that will lead to increase achievement for the organization.
- You value not only highly productive organizational achievement, but also the continuing personal growth of those involved in creating and sustaining it.

For a more detailed description of the training programs, go to www.genuinecontact.com