



**MDF**

EMPOWERING PEOPLE,  
CREATING IMPACT

# Organizational Capacity for Sustainable Change (OCSC)

Where organizational capacity meets lasting impact

In-Person | Bangkok | 10 - 13 November, 2026

## Why our course

The Organizational Capacity for Sustainable Change (OCSC) course is designed to systematically assess, analyze and design the strategic direction of your organization to maximize impact. This course is highly suitable to be attended by two or (preferably) three participants from the same organization, who will then be able to practice the tools and theories on their own organization and hence end the course with a relevant organizational action plan.

## Key topics

Organizational development activities should start by understanding the context, identifying the client system, clearly defining the needs of your clients and (hence) the long- and medium-term organizational objectives. Next, an analysis of the capacity of organizations to achieve those objectives, both in view of their position in the institutional setting as well as their internal organizational capacities, will result in an assessment of the relevance, impact and sustainability of the organization, as well as its efficiency and effectiveness to deliver a complete package of products and services.

## Who this training is for

Managers, junior managers, advisers and consultants involved in developing and managing the strategic direction of development organizations and enhancing their performance.



## By the end of this course, you will:

You will acquire a compact and comprehensive toolkit to analyze organizations and the context in which they operate. You will assess the performance of organizations and learn how to decide on strategic priorities for organizational development. An added objective to the OCSC course is that participants will learn how to facilitate a basic SWOT analysis and Strategic Orientation workshop for their own organization or partner organizations.

### Institutional analysis

Applying various instruments, you will analyze the institutional setting, the relations between actors and the possibilities for coordination and collaboration to develop a network. You will make an assessment of the factors influencing the development intervention and identify most crucial opportunities and threats.

### Organization analysis

You will be shown how to make an assessment of organizations and their capacities to implement (development) activities. Using various tools, you will analyze internal organizational components like structure, systems, staff performance, management styles and culture, in terms of weaknesses and strengths. Based upon a sound institutional and organizational analysis you will develop strategic options for improvement.

## Get Certified

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Participants will receive a certificate of completion by the end of the course if you have finalized all the online assignments and have attended the face-to-face programme.

## Timeline

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### Day 1 (10 November)

✓ Organizational development concepts	✓ Basic Question: Institutional setting analysis	✓ Environmental scanning
✓ Opportunities and threats		

### Day 2 (11 November)

✓ Coverage/ Collaboration matrix	✓ Institutiogramme	✓ Opportunities and threats
✓ Integrated Organization Model	✓ Strategy and structure	✓ Strengths and weaknesses

### Day 3 (12 November)

✓ Systems and processes	✓ Staff, management and organizational culture	✓ Finalizing SWOT
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### Day 3 (13 November)

✓ Strategic orientation	✓ Strategy planning	✓ Closure and evaluation
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[Click here to register](#)

## The Intervention

You will be trained how to formulate an intervention plan based on the above SWOT analysis.



**Special offers available for our alumni and organizations.  
Consult us!**

**Sign up Now!**

Registration deadline:

**October 19, 2026**

Registration email:

[mdfpi@mdf.nl](mailto:mdfpi@mdf.nl)

 Fees: EUR 1,050 + VAT

 Dates: 10 - 13 November, 2026

 Location: Bangkok, Thailand

**Contact your Trainer**



**Bart van Halteren**  
Asia Director

 [bh@mdf.nl](mailto:bh@mdf.nl)

[Click here to register](#)

Check out our other courses here: <https://www.mdf.nl/courses>

## Terms and Conditions

Read more about our cancellation policy, visa requirements and insurances our [Frequently Asked Questions Page](#).

Our participants come from

