

# GROWING STRONGER TOGETHER

**Organizational Development & Resilience**  
A shared journey of learning, leadership, and impact

For over 50 years, Woord en Daad has partnered with organizations worldwide to strengthen communities and build resilient organizations. Together, we grow, adapt, and create lasting impact.



## WHY WORK WITH WOORD EN DAAD

- Practical, **experience-based** support
- Strong link between **local context and global standards**
- Access to a **wide network of expertise**
- Long-term **partnership approach**



## OUR APPROACH

- **You lead** – organizational development is your responsibility
- **We support** – as a trusted partner and critical friend
- **Tailor-made** – no standard models, always context-specific
- **Focus on Southern leadership** – strengthening autonomy and ownership



## HOW IT WORKS

- 1. Dialogue**  
Together with the Regional Strategist, we explore your needs.
- 2. Focus**  
We identify priority areas for development.
- 3. Tailored Support**  
From short advice to longer development trajectories.
- 4. Shared Investment**  
Partners contribute 25–50% of costs, ensuring ownership.



## HOW WE SUPPORT YOU

### Strategic & Organizational Development

- Organizational assessments (OSA)
- Strategy facilitation
- Organizational resilience (5C approach)

### Financial & Operational Strengthening

- Financial management support
- Donor engagement & diversification

### Leadership & Team Development

- Leadership coaching
- Team and governance strengthening

### Learning & Networking

- Peer learning between partners
- Regional knowledge exchange

*All support is tailor-made, based on context, ambitions, and growth stage.*



## FLEXIBLE SUPPORT OPTIONS

- Short **advisory support** (10–20 hours)
- Organizational **assessments & reflection** sessions (1–2 days)
- Financial management **guidance**
- Leadership **coaching** (6–9 sessions)
- **Customized** organizational trajectories
- All support is **practical, flexible, and demand-driven**.



## WHAT PARTNERS GAIN

- Stronger leadership and teams
- Clear strategy and direction
- Improved systems and accountability
- Greater financial resilience
- Increased independence and confidence



## OUR COMMITMENT

We support partners to:

- Grow into strong, autonomous organizations
- Strengthen leadership and resilience
- Connect to networks, knowledge, and opportunities

## LET'S GROW TOGETHER

Organizational Development is an ongoing journey, Woord en Daad stands alongside you as a:



Partner



Connector



Catalyst



Knowledge broker



Influencer

### DOWNLOAD

Some example trajectories



### DOWNLOAD

Expertise of different WD colleagues



Contact your **Regional Strategist** to explore possibilities