

Navigation Change for international NGOs

- A Practical Guide -

About this book

This book is intended to be a practical guide to all those who are involved in leading major strategic change in international NGOs. It brings together a broad range of ideas and insights from the world of managing change and makes them directly relevant to the international development and humanitarian sector. It is based on extensive research, in both private and public sectors, and on the author's hands-on experience with more than 25 of the top international NGOs over the past ten years. The book follows on from the earlier publication "Building a Better International NGO – *Greater than the Sum of the Parts?*", which argued the need for change and described the kinds of changes NGOs need to make to stay relevant over the coming decades. While that book was concerned with the 'why' and the 'what', this centres on 'how' to make change happen.

Overview of six chapters

1. The art and science of navigating change
2. The essential components of a high-performance (matrix) organizational model
3. How to develop and use a serious agency-level 'theory of change'
4. Working with and alongside the private sector
5. Why do NGOs have so much trouble with IT?
6. Making a success of Mergers & Consolidation

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