



**WHAT'S COMING UP?**

Click the title or write for more information!

[HID Forum's 6th annual Group Relations Conference- Leadership for Transformation Feb 10-15, Bangalore](#)

[au Learning Network: Online Workshop "Facilitating Adult Learning" Jan 23 - Feb 22](#)  
More information under "events" at

<http://auiconsultants.com/auilearnet-2/>

[Indian Society for Applied Behavioral Sciences "Darpan" event, 29 Jan - 2 Feb, Delhi](#)

[Sumedhas Winter Program "Organisational Development Internship Programme" Jan 20-30, Bangalore](#)



**FEELING STUCK?**

The world is always changing, and organisations need to keep pace. Sometimes it is useful to have some help.

The HID Forum helps organisations build the skills to take on new situations and do their best work.

Don't let your budgets come in the way of seeking our support! HIDF subsidizes support on a case-by-case basis.

If you are interested in learning more about how to maximize your organisation's effectiveness, or have questions about the HID Forum, please contact us using the telephone, email, or mailing address below.

**HID FORUM**  
# 21/4, 'Prakriya'  
2nd Cross, 1st A Main  
Atmananda Colony  
Sultan Palya  
R T Nagar Post  
Bengaluru - 560 032  
Ph:+91 80 23659596  
e-mail:info@hidforum.org  
hidforum@vsnl.com

**Additional Resources**

click on the link below to read in more detail about the five balloon model.

[Five Balloons](#)

[Forward this email to a friend](#)

[Interesting? Share this email on social networks](#)

**HID SNIPPET:**

**News and Resources from the Human and Institutional Development Forum**

**Developing Organisations to Develop Communities**

Welcome to HID Snippet- a way to stay connected with information and discussions related to human and institutional development, and news and announcements from HID Forum.

Most of us joined our organisations because we wanted to create a positive change in our communities, or even in the world. HIDF believes that for a larger systemic changes in the society to be effective, it's essential to focus on individual and organisational learning and action. It is our conviction that individuals and organisations are sources of change as well as resources for change. HIDF works towards building a strong, democratic civil society. We not only create healthy environments for ourselves - we learn lessons we can apply more broadly.

This newsletter includes resources, concepts, and announcements that will help organisations reach those goals. We always appreciate hearing your comments and thoughts. Happy 2014!

**What Keeps an Organisation in Tune?**

All organisations are made up of similar things:

- Vision, mission, and strategy
- Programmes and activities (e.g. a mobile health clinic)
- People, culture, and management style (e.g. staff skills, common values)
- Structures (e.g. job descriptions, who reports to whom)
- Procedures (e.g. timesheets, leave policies)

Each of these areas need to be balanced with and contribute to the others. If demand for a program increases, you'll need to shift staff responsibilities or add new staff in order to meet it - and also determine how this growth fits in with your overall plan and direction.

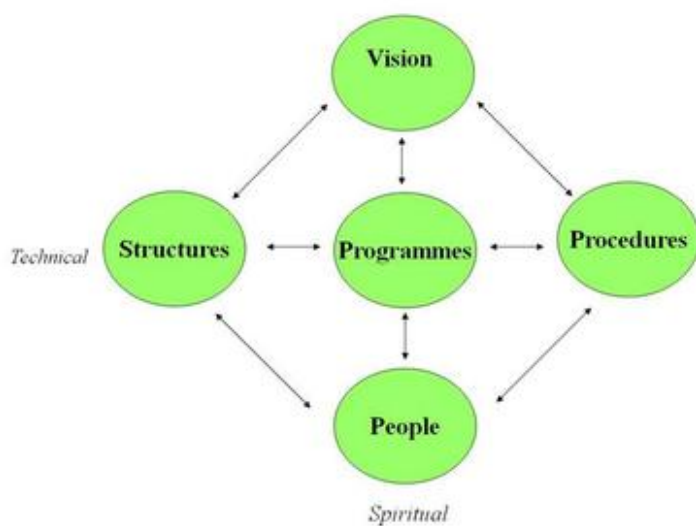
At the HID forum, we refer to a model that describes these five categories as balloons\*. This image captures how each piece is constantly shifting, and how difficult it is to balance all categories together!

One NGO in Osmanabad began a process to plan for the future. They started by discussing their vision and strategy, and realized they needed to build women's leadership. But how could they deeply integrate that change? The balloon model helps illustrate connections across the organisation, creating potential paths for implementation. They decided they needed some new programming and field-based activities to encourage this new leadership. They could then explore how that programming would impact procedures, structures, and the organisational culture. Next steps fell easily into place!

*Discussion Question: How could you improve the way one of these areas is contributing to the others in YOUR organisation?*

\*Model originally developed by Ria van Hoewijk, I/C Consult, NL

The 5-balloon model



**Video of the Month: Leadership Lessons**

What can a lone dancer at a music festival teach us about leadership?

This amateur video makes interesting points about the value and role of followers.

Click on the picture to watch and draw your own conclusions!



Thanks for reading!  
- HID Forum