



Colloquium: Social Institutions in Development Interventions: Towards Inter-organizational Collaborative Processes

Speaker:
Vijay Padki

Date / Time:
July 18, 2013 - 3:45pm - 5:15pm

Venue:
10th Floor, Auditorium, Pixel A, APU

Abstract:

Institutional Development is different from developing a single organization (OD). An institution may be viewed as *an organization of organizations*. (A practical definition carefully developed over time.) Methodology in development interventions has borrowed heavily from OD (which originated in the late '50s and early '60s), and is undoubtedly strong in enhancing within-group competencies – leadership, cohesiveness, interpersonal skills, etc. However, it is progressively weak at higher system levels, i.e. ensuring inter-group and inter-organizational collaborative behaviour. As a matter of fact, it is seen that the very act of strengthening small groups (in the widespread intervention methodology of Community Organization) may come in the way of inter-group collaborations. Collaborations can contribute significantly to the development process. Business and industry have evolved strong institutional frames over the years to sustain the economic processes and benefit the member constituencies – chambers, guilds, confederations, etc. Indigenous social institutions that served the purposes of the community well in the past were eroded – even dismantled – through the colonization process. In the post-independence period, the emphasis in various developmental programmes has been on the more obvious / visible dimensions of intervention, with little or nothing done about nurturing social institutions appropriate for the development tasks. However, some development interventions have promoted inter-group collaborations. Important lessons can be learnt from these experiences, with potential for theory building.

A Note on the Speaker:

Between 1964 and '74 Vijay Padaki headed the Human Resources Division in India's oldest and largest cooperative R&D establishment, the Ahmedabad Textile Industry's Research Association (ATIRA), which was involved in setting up the Indian Institute of Management in Ahmedabad. He joined IIM, Bangalore as part of the founding faculty in 1973-74. In 1980 he

returned to Ahmedabad to help set up a new Centre for Management for the textile industry. Between 1986 and 1988 he was a Visiting Professor in Management Studies at the Indian Institute of Science in Bangalore for the task of planning and initiating a programme of work in R&D Management. In 1988 he joined Dr. Rupande Padaki, his professional colleague, to set up *The P&P Group*, a management resource centre in Bangalore. The main thrust of *The P&P Group* is in Organization and Institutional Development through an integration of policy research, organizational consultancy and training in management practice. Vijay's team at *The P&P Group* was responsible for the country's first position paper on *Corporate Social Performance*.

Vijay joined Bangalore Little Theatre in 1960, the year of its inception, and later served the company in many capacities – as actor, director, trainer, writer, designer and administrator, including two stints as Secretary and two as President. He is currently devoting most of his energy being a theatre educator. Wearing this cap he is devoting a lot of his energy in recent times establishing a new *Academy of Theatre Arts* as a Division of BLT. He has developed the field of *Theatre in Management* in India over the last thirty years.