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Organisational development for navigating communication, power dynamics, transitions. conflict management in social learning and governance

OPEYEMI ANTHONY AMUSAN ¹, CHARLES MBOHWA ²

¹*University of South Africa, Industrial Engineering Management Department, CSET - Sustainability Engineering and Future Technologies , South Africa*

²*University of South Africa, Industrial Engineering Management Department, CSET - Sustainability Engineering and Future Technologies ,*

Abstract

Many institutional social learning and governance exist with organisational gaps making it difficult for them to cooperate and deliver on mandates. Harnessing combined energies or resources to improve their desired joint or individual goals is a challenge. In addressing the numerous barriers, this research study is aimed at improving their organisational development. This started with the assessment of critical needs and organisational gaps followed by the development of an intervention programme called Strengthen Teams Engagement and Purpose (STEP), helpful in achieving optimum group or individual outcomes and improving their socioeconomic impacts.

Organisational development (OD) for navigating communication, power dynamics, transitions, and conflict management in the marketplace, social learning and governance is an exposition to key skills required to develop or manage individuals, teams or groups in different hierarchies successfully. Pertinent questions and OD issues addressed are, (i) how do organisations evolve and progress? (ii) what practices, systems and techniques can be used to implement change or transitions? Mastery of the concept of organisational development and management effectively, to create a dynamic work culture, free of power tussle, conflict and stress. The insight into the different structures, models, enterprises or groups dynamics involved in implementing the most appropriate and visionary changes or transitions across organisations or institutions.

It gives clearer understanding of what organisation or institution is and how it can be strengthened and developed, to sustain the organisational development process. Five core fundamental topics covered are (i.) group identity; (ii.) strategic planning; (iii.) team life; and (iv.) team building and transitions.

Keywords: Appropriate transitions, Knowledge transfer, Marketplace, Organisational development, Participatory governance, Social learning

Contact Address: Opeyemi Anthony Amusan , University of South Africa, Industrial Engineering Management Department, CSET - Sustainability Engineering and Future Technologies , University of south Africa florida campus, 200013 Pretoria, South Africa, e-mail: dropeyemiamusan@gmail.com