“Pivotal Steps towards becoming a Mature Professional Organization”
STEP 1

Where are we?
Step 1 - SWOT Analysis

Keeping Organizational Vision & Mission in mind do a SWOT Analysis

S – Strengths
Eg. National presence – credibility & numbers, Governance structure - checks & balances, Integrity in the system

W – Weakness
Eg. Lack of governance structure/numbers/infrastructure, few 2nd line of leaders ready.
Step 1 - SWOT Analysis

O – Opportunities
Eg. Build computerized system, participation in Government implementation initiatives

T – Threat/Challenges
Eg. Increase member involvement & participation, Strengthen staff selection & training
STEP 2

Where do we want to go?
Step 2
Develop a Plan

We want ---- eg.

- A National presence – credibility & numbers
- A Governance structure - checks & balances
- Our own office building and manpower infrastructure
- To Get invited by Government on all policy making meeting
- Increase in membership
- To Offer value addition to our members
Step 2
Develop a Plan

We want ---- eg.

- To Submit proposals for program implementation
- To Have a positive balance sheet and fund surplus
- To build partnerships
- Transparency in our dealing
- A Democratic setup
- An Open office culture
STEP 3

How do we get there?
Step 3

When Strategies, processes or culture change, the key to improvement remains Leadership –
Warren Bennis, Managing People is like Herding Cats

A strong leader can play a critical role…
Step 3
Leadership Role

A strong leader can play a critical role...

- Declare expectations
- Get out there in the front and lead by example
- Maintain absolute integrity and duty before self
- Set up an organizational culture which is Transparent & Democratic
- Assign Role & Responsibilities
Step 3
Leadership Role

A strong leader can play a critical role...

- Set up Systems
- Build capacities
- Set up two way Communication channel
- Motivate teams – through Rewards and Recognition
- Have a Succession plan and make sure next generation is ready by the time you hang your boots
A strong leader can play a critical role…

- Offer equal opportunity
- Build Competitive Spirit to get the best for the organization
- Delegate responsibilities to get a wider involvement and ownership
Step 3
Organizational Role

...individuals may come and go but the organization lives...

➢ Implement without compromise;
  • the constitution/governing board
  • Model Code of Conduct
  • Implementation/ approval Systems
  • Financial and Audit processes
Step 3
Organizational Role

...individuals may come and go but the organization lives...

• Fix Role & Responsibilities
• Identify Champions who lead different causes/programs
• Build Transparency - website
• Create a Democratic environment
Step 3
Organizational Role

- Build infrastructure – Manpower, Brick and Mortar
- Build partnership: Govt, Media, Organizations
Step 3
Organizational Role

- Communicate success and failure
- Offer Value to Members
- Build fund surplus
- Setup Learning/training environment
STEP 4

What Resources do we have?
How to generate more?
How they will be used?
STEP 4

• Equity – Respect / Credibility
• Manpower – Identify champions / teams
• Infrastructure
• Funds
STEP 5

How do we Sustain where we are?
STEP 5

• Showcase Achievement – Get more followers / funds

• Invest in Champions/Programs – Build more credibility

• Modify Mission – In line with current environment to remain relevant

• Consolidate on successes

• Diversify in areas that meet the Vision
‘You’ve got to do your own growing, no matter how tall your grandfather is.’

Irish Proverb
Thank You