Translate

Culture and Values

- □□ Fundraising staffs are held together by loyalty, mutual trust, and an unwavering commitment. Team management style is characterised by teamwork, consensus, and participation
- □□ Fundraising staffs are driven by a commitment to innovation and development, and the emphasis is on being cutting edge. Team management style is characterised by hard-driving competitivenes
- □□ Fundraising staffs are held together by formal rules and policies and operates professionally and smoothly
- □□ Lack of clarity on organisational culture and hence not defined or evolved in fundraising function as well

□□ Fundraising staffs are held together by loyalty, mutual trust, and an unwavering commitment. Team management style is characterised by teamwork, consensus, and participation

> “ Highly developed: Fundraisers are held together by strong bonds. Professional commitment is top class. A certain kind of standard behaviour, adopted by the whole organisation together, is practiced consistently.

Reflection:

- No response required as we a process in place to inspire and regulate desired behaviour within the team.
- Others -

Action:

- No actions are required as we are deeply satisfied with prevailing culture.
- Others -

Notes for Development:

1. Fundraisers are held together by strong bonds. Professional commitment is top class. A certain kind of standard behaviour, adopted by the whole organisation together, is practiced consistently.

2. Human centric ways of working and management style is dominant. Decision making process feeds risk taking appetite, and strong commitment.

3. The group operates like a clan and is most suited for a development organisation. Relationships are guided by matured understanding of each other, human centric frameworks and core values.

□□ Fundraising staffs are driven by a commitment to innovation and development, and the emphasis is on being cutting edge. Team management style is characterised by hard-driving competitivenes

> Developing: Team is hard core professionals and are driven by material achievements mostly. What is achieved is considered more important than how it was achieved.

Reflection:

- Examine stated organisation and culture and practiced behaviour.
- Design and conduct internal surveys to develop action plan for improvement.
- Others -

Action:

- What is our understanding of cutlure and value and its relation to organisation performance?
- Others -

Notes for Development:

1. Team is hard core professionals and are driven by material achievements mostly. What is achieved is considered more important than how it was achieved.

2. The prevailing style may have limitations in terms of learning and developing. Human centric designs-in terms of how a group of people should conduct its business, will always lead to deeper personal commitment, loyalty, and resilience.

3. Developing a more hybrid way of working and bring in deeper empathy driven actions, may lead to greater innovations and even stronger results.

□□ Fundraising staffs are held together by formal rules and policies and operates professionally and smoothly

> “ Under developed: Formal guidelines or rules dictate behaviour, and outcomes are satisfactory.

Reflection:

- Design and conduct internal surveys to develop action plan for improvement.
- How can development of a certain culture in a team enable better and stronger performance.
- Others -

Action:

- Conduct a culture assessment exercise and create an alignment pathway on findings.

- What is our understanding of culture and value and its relation to organisation performance?
- Others -

Notes for Development:

1. Formal guidelines or rules dictate behaviour, and outcomes are satisfactory.

2. It will be useful to develop greater conceptual understanding of the role of fundraising in achieving your core misison. Mere adherence to stated standsrds may help you mitigate risks. But it may not be adequate to act as any form of moral and intellectual driving force to elicit highest standards of fundraising work.

3. The scope of this task, if well understood, shall drive you to design your fundraising activities and ways of working in a manner, that would be reflective of a collective vision and mission of the whole organisation.

□□ Lack of clarity on organisational culture and hence not defined or evolved in fundraising function as well

> Poorly developed: Absence of effort for a certain kind of culture to prevail in the fundraising function.

Reflection:

- Is this a sensitive subject to be discussed? Is this seen as uneconomic and not as a priority?
- How can development of a certain culture in a team enable better and stronger performance ?
- Others -

Action:

- Create better standards and processes to initially regulate and thereby inspire desired behaviour gradually.
- Conduct a culture assessment exercise and create an alignment pathway on findings.
- Others -

Notes for Development:

1. Absence of effort for a certain kind of culture to prevail in the fundraising function.

2. Does your fundraising function operates in isolation? If so, create a design to integrate them more deeply with the rest of the organisation.

3. It may also be for you to conduct a culture assessment of the whole organisation and thereby try to bring deeper alignment via consistent effort/practice.