

□□ 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 mission. Mere adherence to stated standards 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.

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