

☐☐ 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.

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