Module 10: Development of Organisation

Priority Level: Intermediate
Length: 1 day
Content:

In this module participants will gain knowledge about mechanisms to create sustainable new services for hard to reach and disengaged groups that are at greatest risk. Information and methods will be presented, which serve both, the development of new services and the support structures required to ensure longevity of these new services. We intend to identify needs and solutions for the objective of creating sustainable new services. These encompass extension or restructuring of the work in an existing organisation. The focus is on identifying and planning needed services in an intersectional context and defining and planning the organisational structure for these.

The module provides training on practical tools to work on participants' own organisations, in order to perform analysis of their own settings within the organisation. Participants exercise to work with the respective analytical tools, to use checklists that enable a better understanding of the current situation, in order to recognise necessary changes. We will develop answers on: What is the current situation? What is required for an improvement? And what would the ideal situation be?

We will explore the relation of the purpose of the organisation with the target audience. What are the difficulties and tensions between these two? Most evident factors are the staff members and the ways in which they address the target group (e.g. language, behaviours, coping mechanisms, dealing with difference).

Learning outcomes:

Knowledge
- Different dominance cultures in the work place both internally and in relation to the target groups.
- Consciousness of diversity, intercultural opening, diversity mainstreaming
- Concepts of diversity in institution and organizational settings

Skills
- Analyse an own organization - What is the purpose and aim of the organization? Is there a need for a specific methodology or approach to the specific target group?
- Representation and adoption of the necessary adjustments in relation to these different groups

Competence
- To shape structure of an organisation and service provision to the focused target to the identified needs for new sustainable services