

REFLECTION QUESTIONS

A vision statement provides a brief description of an organisation's long-term goals and describes its' desired future state. The vision statement might (and should) change due to alterations or major shifts in needs, preferences, behavior of learners/community/stakeholders, new developments in services or technology.

Mission Alignment

Reflect upon the general direction of your organization, its alignment with its mission, and the general “vibe” amongst your employees, learners, lecturers, community members etc. with the help of the following questions:

- Are the listed values consistent with each other, or are there some that are in conflict?
- Are the values written down in such a way that they can help the individual employee in conducting and judging his conduct?
- Are the values written down in such a way that they inform the partners and participants of the education what kind of behavior and relationships they can expect in this educational organization?
- Do your employees or constituents understand where you are going, how to get there, and have a sense of optimism that you will achieve your aspirations?
- Which groups may need more attention/direction/support than they are currently receiving to foster their buy-in?

Focus your thinking on a time frame, such as what you want the organization to look like in 2030 or a certain period of time. What should our organization be like after:

two years:

five years:

ten years:

To help create a vision, you can write down the most important concepts related to the organization, and then assess the current state of each of these areas and what this state should be in the future

Basic activity

Strongest areas

Users

Communication

Area/market

Weak areas

Key people

Processes

Interpersonal relationships

Behavior, conduct

Organizational culture

Organization structure

Organizational climate

Missio

Communications:

All changes in organisation necessitate good communications – both internally and externally. Here are some questions to ask yourself:

- What do you need to be communicating to the constituents you serve? Do they understand your organization’s plan to function during these evolving circumstances?
- What are the best channels of communication for relaying your messages and/or critical information to constituents? Do you know your communication channels?
- How are you keeping your constituents engaged? Are there new ways to connect with them, as they look for things to occupy their mind?

Budget:

This presents an opportunity to think about your budgetary priorities, both in the short term and the long term, and reprioritize the ways you invest your organization’s resources.

- How do you reallocate resources in light of short-term change?
- Are there longer term budget priorities that need to be addressed/reprioritized?
- Do the funded projects and budget allocations reflect the priorities that your organizational mission would dictate? Do funding allocations and mission align?

Staffing structure

How do you allocate work to your staff to accomplish emergent needs and priorities that have arisen in the short term? How should your staff be structured for the long term to best accomplish your organizational mission as times evolve?

- What work needs to be reprioritized? Does work need to be done that is outside current staff roles (both short term and long term)? Is this work more important than some work that is currently being done, and do priorities need to shift?
- Do current roles need to be altered to accommodate this work, and do the skill sets required by the work currently exist amongst your staff? Are there consultants (like Prosper Nonprofit Advisors!) That can help?
- Do the talents and strengths of your staff members match what they are tasked with in their roles?

Programming:

You will likely need to readjust what programs you implement, what format they take, and the ways you deliver them. This might be an opportunity to think differently about the programs you provide to serve your constituents now and in the future.

- What programs should you give up temporarily? Are there programs you should give up permanently, and use this as your opportunity to do so?
- What new program opportunities arise that serve your constituents?
- What delivery format(s) is/are optimal/available given current situation and considerations? Which programs can you tailor to suit these formats, and what new programmatic opportunities would make sense to pursue in these formats?

Stewardship/stakeholders

Utilize this time to reflect upon the people and groups who continue to be critical to your organizational success, and thank them in new, creative, and visible ways.

- Do current circumstances present opportunities for unique and clever opportunities to express gratitude to people or groups in your organization?
- Can these recognitions engage a wider swath of your constituents, and generate their interest in/support of your organization in new ways?

Sources:

- <https://mozaik.acs.si/> (24.7.2023)
- <https://prospersonprofits.com/new-blog/organizational-reflection-questions>

GEFÖRDERT VOM



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für Bildung
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