

How to Strengthen your Organisation

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"What can I do to put new life into our organisation" is a question which must be put to "self" by each nurse practising nursing profession. I came across in my readings some valuable tips given by the Christophers, beneficial to me, therefore, I would like to share them with you all.

"Groups or Associations are in constant need of renewal from within. This applies whether they are civic, religious, educational, business, labour, political, fraternal or any other type of organisation." Therefore it is upto the members to realise that continual renewal of their organizations is the business of each and every one of them.

Christopher states :

1. Attend meetings regularly

Make it a matter of principle to attend meetings regularly. You can't participate unless you are physically present. Be more than a "Joiner" or "dues payer". If you think a group is worth joining then it deserves your personal intelligent, active and continuing support.

Don't stay away from meetings just because they are not run the way you think they should be. Strive patiently to improve them and encourage others to do the same.

Remember you have little right to grumble about the meetings if you don't bother to attend them.

2. Keep in mind the purpose of your organization.

Any group can inadequately lose sight of its objectives or drift into side issues.

Occasionally review the constitution, by-laws and operating procedures of any group to which you

belong. Persuade fellow members also to stick to the purpose of your organization.

3. Live upto the duties of membership.

4. Show a personal interest.

Work in any organization can become quite old and impersonal unless people go out of their way to inject a warm, personal note to everything they do.

3. Stir up listless members.

Even if your organization is basically, healthy offer to take reluctant members to meetings.

6. Seek the best interest of every body.

7. Do your home work for each meeting.

Lack of preparation is probably the chief sin of omission in a poorly run meeting. It leads to situations in which problems out run solutions, resulting in confusion or hasty action.

8. Don't lose your sense of humour.

People who take themselves too seriously and others not seriously enough throw sand into the gears of any organization.

By keeping your sense of humour in the midst of vexing situations, you lighten the burden for every one, including yourself.

9. Give credit where credit is due.

Don't hesitate to praise a fellow member for a job well done. Your continuing effort to be balanced in evaluating the contributions of others makes organizations work much smoother.

10. Persuade capable persons to run for office.

Leaders seldom rise much above the level of those who take a hand in choosing them.

Point out to individuals with the capacity and motivation what great good they can do by serving in positions of leadership.

Stand by them once they are elected.

11. Give your official representatives respect, and Co-operation.

Even if persons whom you did not support are elected to office, they represent you. They should get the whole-hearted help you would expect if you were in their place.

Speak well of your officials to outsiders, or at least refrain from needlessly publicizing any defects.

12. Don't dodge thankless jobs that must be done.

The success of any organization depends largely on the "behind the scenes" work of individuals who seldom get recognition or acclaim.

13. Back up words with deeds.

14. Keep long range goals in mind.

Many organizations wither and die because they fail to lay long-range plans for the future.

15. Persevere amidst shortcomings and difficulties.

Expect frustration and difficulty. You won't be disappointed. Be ready to start and start again. If you keep striving to strengthen your organization, despite apathy, misunderstanding or ingratitude, your willingness to keep going will sanctify both you and your organization.

Reference

Christopner News Notes : March 1966, No. 150

