

## **How to Have a Healthy Organisation: Practical Principles on Developing a Healthy Institutional Culture**

Most people assume they understand how to assess and develop healthy institutional cultures, but don't. Talking about a healthy institutional culture is easier than actually achieving one. Institutional culture is one of the most important and, strangely, most neglected areas of ministry. Without a healthy institutional culture it is difficult for a ministry to excel. What is required in order to develop a healthy institutional culture? What are the key elements of a healthy institutional culture and how do you achieve them. Is there a list of priorities to consider? This workshop will enable you to assess and understand how to develop a healthy institutional culture.

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### **I. Clarify Your Mission and Vision**

- A. Purpose and vision must be explained, discussed and agreed on by board and staff.
  - 1. This becomes an essential element in recruiting and developing board and staff.
  - 2. It must be communicated consistently to the public.
  
- B. The criteria for selecting and developing board members
  - 1. The process of screening and electing
  - 2. Orientation of board members
  - 3. Board involvement in planning

4. The president's involvement

5. Periodic review

C. The President's role

1. The president's interaction with the chair

2. The president and other board members

**II. The selection and development of staff**

A. Selecting and orienting staff:

1. Identifying those who are committed to the mission and vision as well as having the other required qualifications for the job

2. Provide an adequate orientation to the institution as well as the job

3. Follow up regularly to be sure the person understands and is performing well

4. Provide opportunities for brief social gatherings at work that help build relationships

B. Developing the staff

1. Keep everyone informed: regular reports on progress and problems in the organization

2. Describe what is contributing to progress and hindering the organization

3. Praise individuals or units for specific contributions

4. Addressing problems and individual problems

**III. A healthy institutional culture**

A. Enthusiastic commitment to the mission and vision

1. Be sure that values align with practice
2. Clarify values as you go
3. Build trust
4. Be sure that everyone knows what to expect
5. Strong relationships must be a priority

B. When things go wrong