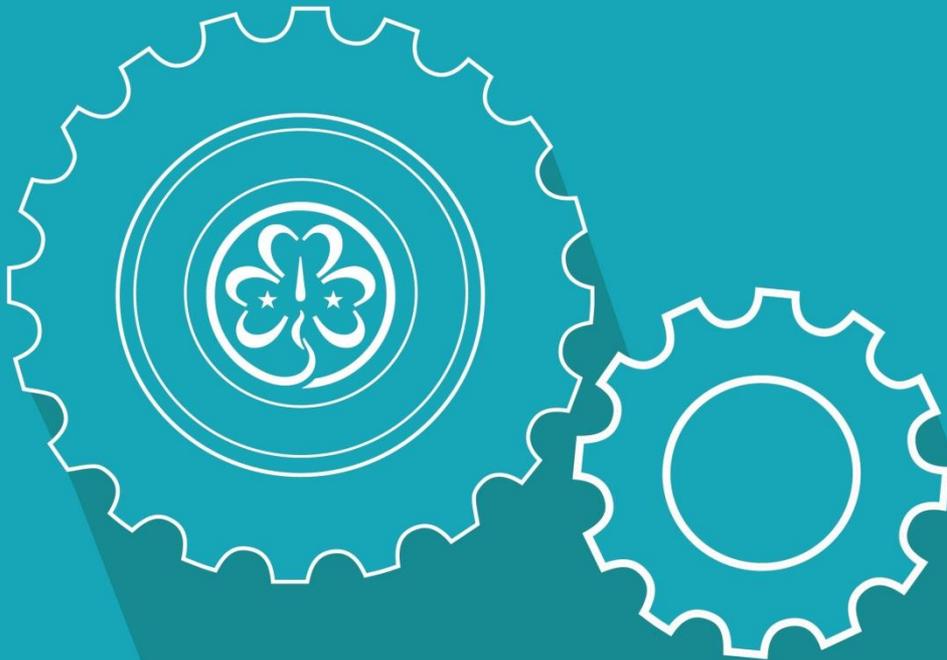


A Movement of Ideas for Growth Results

London, November 2015



Grassroots-driven organisational model

07 November 2015,

Elisa Chiodi



Organisational model

An organizational model, also called an organizational structure, defines an organization through its framework, including lines of authority, communications, duties and resource allocations.

A model is **driven by the organization's goals** and serves as the context in which processes operate ... **The ideal model depends on the nature of the business and the challenges it faces.** In turn, the model determines the number of employees (volunteers needed and their required skill sets.



2 minutes

- Take a white paper
- Draw the structure of your organisation as thoroughly as you can



3 minutes

- List all the communication channels/decision making levels you can think of



Before we dig in organisational models...



Let's ground our reflection on 3 main observations

- The world we live in
- Our competitors
- Gen Y
- Insights, external trends
- The other opportunities for members and volunteers
- The volunteers or the force behind our educational model



The world we live in





Our competitors



Girl effect

Their programme in Rwanda?

Their programme in Ethiopia?

What about their mobile project?



AVAAZ.ORG
THE WORLD IN ACTION



Each year, Avaaz sets overall priorities through all-member polls ([See 2014 poll results here](#)), and campaign ideas are polled and tested weekly to 10,000-member random samples—and only initiatives that find a strong response are taken to scale. Campaigns that do reach the full membership are then super-charged by, often, hundreds of thousands of Avaaz members taking part within days or even hours.

- Avaaz website, 2015

Today, thanks to new technology and a rising ethic of global interdependence, that constraint no longer applies. Where other global civil society groups are composed of issue-specific networks of national chapters, each with its own staff, budget, and decision-making structure, **Avaaz has a single, global team with a mandate to work on any issue of public concern**--allowing campaigns of extraordinary **nimbleness, flexibility, focus, and scale**.

- Avaaz website, 2015

Avaaz is only five years old, but has exploded to become the globe's largest and most powerful online activist network.

— *The Guardian*, 2012



Gen Y



Who are Generation Y and Where Do They Fit in the Workforce?

...ambitious

56% of expect to be in a managerial role within 3 years of starting

...competitive

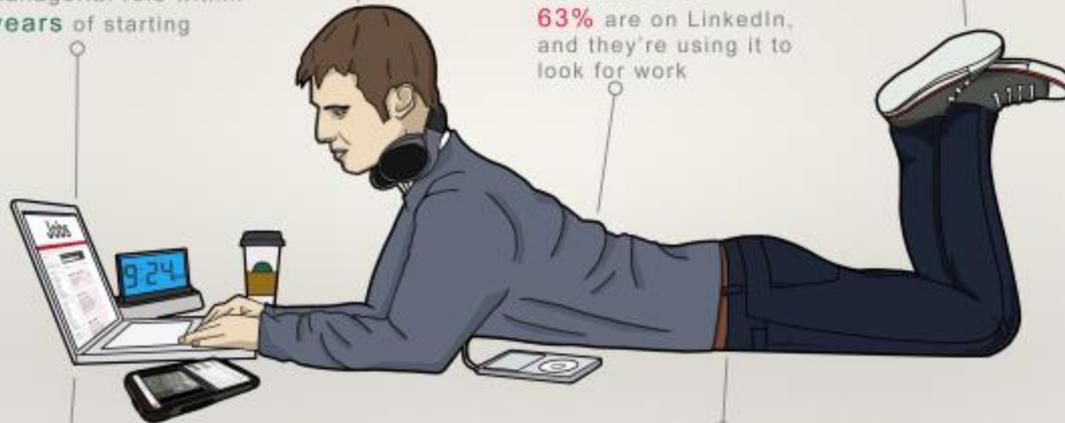
An average of 83 compete for one job

...hard-working

1 in 7 are working 50 hours a week or more

...connected

63% are on LinkedIn, and they're using it to look for work



...waiting for employers to impress them

Although 75% of recent say they're proud to work for their employer, 57% expect to leave within 2 years

...mobile

90% are willing to relocate within the UK or even overseas to land a job

firefish
SOFTWARE



We do
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The fundamentals



- Purpose
- Values/learning outcomes
- Method



Purpose

- Mission
- Vision
- ...



Values

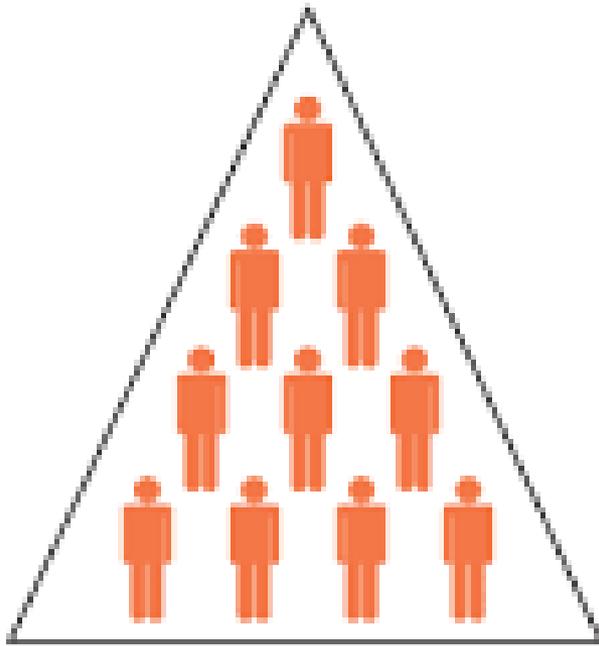
- Integrity
- Citizenship
- Spirituality



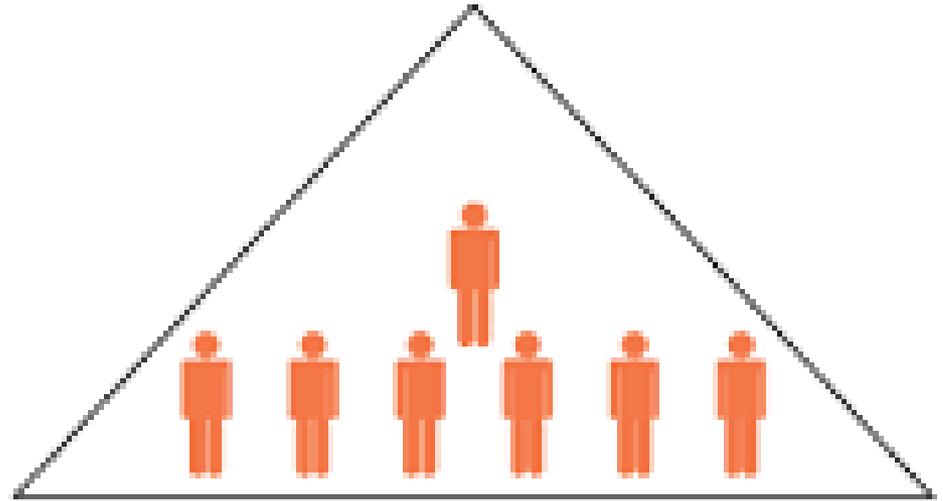
Method

- Learning in small groups
- Learning by doing
- My path my pace
- Connecting with others
- Connecting with my world



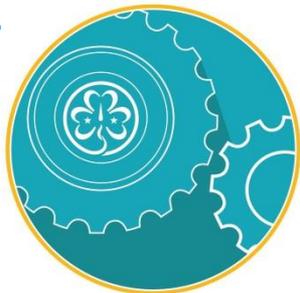
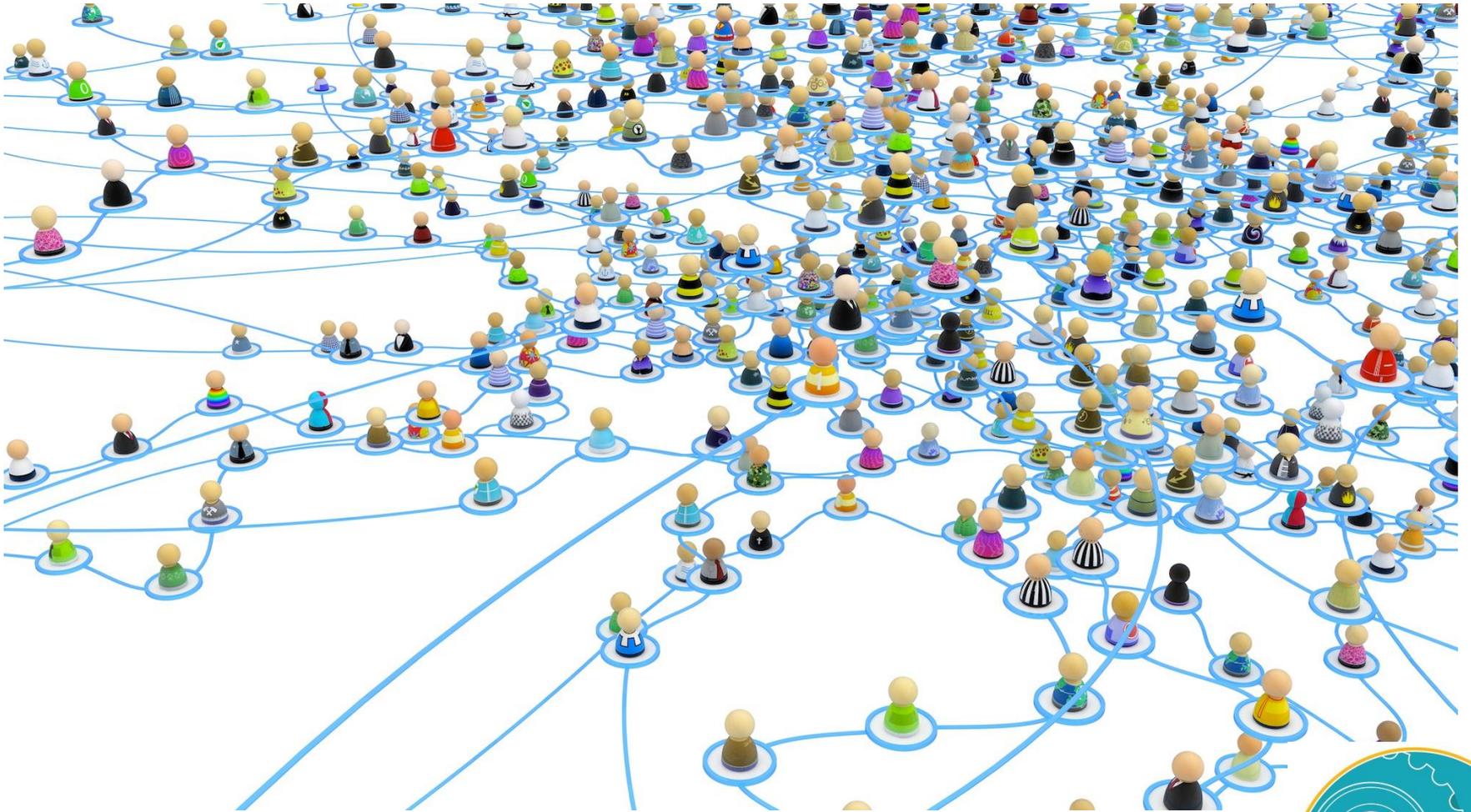


Organisation A



Organisation B





Exercise

In groups:

- List the advantages and disadvantages of a flat vs. a hierarchical organisational model and compare
- How do you think a complex hierarchical structure can hinder your performance today's world?



Exercise

In groups:

- Reflect on how you could make small changes to your organisational model so that it could fit the moving world, compete with others and motivate and respond to your volunteers needs (think Gen Y)



GRACIAS
ARIGATO
MERCI
THANK
YOU
BOLZIN
MERCI
BIYAN
MERCI





*INSERT
PRESENTER'S
ORGANIZATION'S
LOGO*