

ORGANIZATIONAL DEVELOPMENT TOOL

SAMPLE QUESTIONS FOR SURFACING INFORMATION



Below are lists of questions that can be used to help surface information for scoring organizations with the Organizational Development Tool. You do not need to ask every question; nor do you need to ask them in order. You can put these questions into your own words. You can also ask questions that are not on this list. The questions should not be read like a script or a formal question-and-answer scenario. The questions should help begin and guide conversations that will surface information in a comfortable and informal conversational manner with organization representatives and to better understand their capacity in the various areas scored on the ODT. When asking for information, ask for specific examples. Engage with more than one person. Encourage diverse voices to contribute to the information shared so that you have perspective from different angles of the organization.

Identity and Agency	Structure and Function	Human Resources
• I am interested in hearing the story of how the organization got started. What motivated its formation? Who was involved? • What are the values that guide your work and how do they shape your work to improve children's lives? • What is the core programming that has remained at the center of your work? Why? • What is the link that integrates the different programs that you have? • What are you most proud of as an organization? What can you point to and say, "This is what we have accomplished and we have done it well"? • As you look back through the organization's history, what have been some moments of challenge or success that helped you to be confident about your work? • What are your strengths as an organization? What are the areas of work where you have developed a strong expertise?	• Most organizations develop an organizational structure and then it shifts and changes over time. Can you provide me a quick overview of your structure? • So it looks quite clear on paper, how does it actually work? • Give me an example of what shows the effectiveness of the structure. • Give me an example of a challenge that you have in relation to the current structure. • How is information shared across the organization? • Do you find that information flows easily, or is it often the case that some people do not have access to information? • How often do you review your structure and function to understand how it works?	• I want to explore a little bit of how the work gets done. Tell me a little about your staffing. How do you identify new staff members and what do you look for in your team? • What is the balance between paid and unpaid staff? And how does that affect your work? • How do you build a sense of teamwork and unity in your teams? • How do you go about building the skills of your team? • What about volunteers? What is the process of someone becoming a volunteer and developing the skills to work with families and children? • What are your greatest challenges in staffing? • How do you divide up the various roles and responsibilities? • And how well is that working? Do you find it facilitates working together or that there are challenges? • Is there an overall set of policies that guide hiring, salaries, etc.?

Questions To Guide Proposal Development Punch

DJ Losen



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web labor on most timing belts is between 3 5 hours putting your total cost between 400 1 000 remember do not opt for a just the belt replacement while the cost is cheaper the chances of further failure increase significantly

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web jan 8 2017 in the video how to replace timing belt hyundai you will see a guide for timing belt replacement hyundai getz 1 4 hopefully the video footage about hyundai

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web mar 23 2022 place the new water pump install the new tension rollers pay attention to the location of each one install the new distribution of your hyundai getz by respecting the markers tension the belt according to the manufacturer s info put the rest of it back together check that the engine unit is running properly

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items to replace at timing belt replacement time hyundai forums - Jun 17 2023

web 1 jun 25 2013 hi i have a 1 6 litre getz with a g4ed engine that has done just over 89 000km i am going to have the timing belt replaced within the next week or so in the interest of long term reliability i want to take to opportunity to replace these items along with the timing belt tensioner idler water pump thermostat

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web jul 12 2020 during timing belt replacement in getz 2004 idler threads were damaged a fix is presented in the video

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web may 27 2021 check your owner s manual it pays to know which kind of engine you have and the recommended replacement intervals what is a timing belt how can you tell a timing belt needs to be replaced how often should a timing belt be replaced how much does diy timing belt replacement cost how much does professional timing

how to know when to replace your timing belt liveabout - Aug 07 2022

web dec 13 2018 your timing belt should be replaced every 50 000 70 000 miles depending on your car s make and model also make sure you understand if your engine is an interference engine or a non interference engine in an interference engine the valves and piston share the same airspace and the timing belt keeps them from touching

hyundai getz timing belt replacement costs repairs autoguru - Feb 13 2023

web while the cost of having your hyundai getz timing belt replaced can be a bit of a shock it s a lot cheaper than having to replace your engine due to a failure the average timing belt replacement cost starts around the 500 mark and can increase to over 1500 if removal of other engine components is required to gain access to the timing belt

when to change the timing belt on hyundai getz - May 16 2023

web here are the steps to follow to replace the famous belt loosen the tensioner roller to loosen the belt release the timing belt remove all the rollers and the water pump tension the strap following the recommended tension using a blood pressure monitor run the engine manually which corresponds to 4 city revolutions

hyundai cambelt change timing belt replacement - Oct 09 2022

web the cost to change a timing belt should not vary from the cost to change a cambelt as they are literally the same thing so

if you want to know how much to change a timing belt you can use the form at the top of this page to get a quote for a new timing belt if you want to replace timing belt and want to find out the timing belt change cost