ORGANIZATIONAL DEVELOPMENT TOOL
SAMPLE QUESTIONS FOR SURFACING INFORMATION

firelight

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 gathered 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?	• Most organizations develop an organizational structure and then it shifts and changes over time. Can you provide me a quick overview of your structure?	• 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 are the values that guide your work and how do they shape your work to improve children's lives?	• So it looks quite clear on paper, how does it actually work?	• What is the balance between paid and unpaid staff? And how does that affect your work?
– What is the core programming that has remained at the center of your work? Why?	• Give me an example of what shows the effectiveness of the structure.	• How do you build a sense of teamwork and unity in your team?
– What is the link that integrates the different programs that you have?	• Give me an example of a challenge that you have in relation to the current structure.	• How do you go about building the skills of your team?
– 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"?	• How is information shared across the organization?	• What about volunteers? What is the process of someone becoming a volunteer and developing the skills to work with families and children?
– 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?	• Do you find that information flows easily, or is it often the case that some people do not have access to information?	• What are your greatest challenges in staffing?
		• How do you divide up the various roles and responsibilities?
– What are your strengths as an organization? What are the areas of work where you have developed a strong expertise?	• How often do you review your structure and function to understand how it works?	• 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.?

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