



GUERNSEY COMMUNITY
FOUNDATION

Organize & Develop

Your introduction to a **FREE** consultancy service in
partnership with Organization Development Legacy

promoting effective philanthropy



ORGANIZATION
DEVELOPMENT
LEGACY

Professional support on a voluntary basis

The Guernsey Community Foundation is working to build capacity in the voluntary sector by supporting local charities and voluntary organizations as they look to develop their services and grow.

We are pleased to offer the professional services of Organization Development Legacy (ODL), free of charge, to interested bodies.

The greatest voluntary sector challenge is to optimise the work and time of your valuable volunteer resources. Our offer is to help you do that in the context of your specific mission and charity market.

The success of your plans relies on the way you encourage and allow your team to reach their full potential.

We provide volunteer professional support to voluntary sector managers seeking to develop their organizations and their volunteers.

The support our team offers is tailored to the size, objectives and stage of development of your voluntary sector organization.

The help we offer includes

Developing strategy

Desk research and conversations with all key players allows our consultancy team to recommend organization development actions, activities and strategies.

Developing governance

Voluntary sector organizations are under increasing pressure to meet governance and regulatory requirements similar to those experienced by commercial and public sector organisations. Our consultancy team can provide support and advice on how to meet those demands.

Developing people

Volunteers may need to develop organizational, managerial and other skills to raise the efficiency of using valuable people, resources and time. We can advise on how best to achieve this through action learning, coaching and other personal development activities.



ODL's clients

Our clients are drawn from every part of the charity and not-for-profit sector. They share some or all of the following:

they have recognised that organization change is necessary in the voluntary sector as much as it is in any other sector

they have recognised that change must be managed effectively

they have decided that independent professional help will improve the likelihood of successful change

How will clients know they need us?

Wanting to develop a management structure rather than working ad hoc with a group of volunteers

Needing to develop management and other skills among volunteers

Wanting key staff to work better as a team

Not knowing the strengths and development needs of team members

Being too small to have a structured training provision

Uncertainty about the capability of volunteers to meet modern service standards and regulatory requirements

Avoiding change and development due to business as usual busyness

Having concerns about customer views of the service you provide

Being worried about how to convince donors and benefactors that the organization is financially sound and properly governed

What is organization development?

To be successful, a voluntary sector organization needs

clear vision and strategy on how to meet a perceived social need
a means of attracting sustainable funding
team members who feel part of the organization and what it is trying to achieve
systems and structures that enable an effective job to be done
people, resources and skills that meet demand

Organization development involves a set of activities to address all of these needs whilst recognising that there are different phases and stages of change. For effective development and management of change, it is essential to recognise which phase an organization is in and to pursue only the changes that are practical and possible. This is particularly true working with the voluntary sector where many of the standard management motivation and control tools are not always available to senior management teams.



It's essential to recognise which phase an organization is in.



This is what we do

Our long experience of organization development tells us that each organization and each consultancy support project is different. However, here are some examples of the types of support activities that the ODL team offers.

Example 1 **Organization structure and shape**

Sometimes it helps to seek an independent professional view of how the organization works and how it might be improved. A series of conversations combined with evidence collected from documents allow the ODL team to present options and recommendations for changes that will help the organization to achieve its aims.

Example 2 **Developing strategic plans**

The energy and enthusiasm of volunteers needs to be captured and focused by giving everybody a clear vision. A strategic plan has many uses and encourages efficiency and effectiveness. The ODL team can help you to create a plan that is practical and carries a clear message for those inside and outside the organization.

Example 3 **Pitching for funds**

Voluntary organizations draw funds from different sources. Substantial donations from individuals or from corporate sources can be secured only when a sound business case is presented. The ODL team can help you to develop and write business cases for funding. In addition, the team will help you to make effective presentations to benefactors considering making a grant or donation.

Example 4 **Active learning through live coaching**

There is widespread recognition that volunteers welcome the opportunity to develop skills that will help in their work for your organization. The most effective way of doing this is through work-based learning. The ODL team can provide coaching and project supervision for individuals and small groups.

Example 5 **Developing systems and procedures**

Many volunteer organizations need to operate management and administration systems. Increasing levels of regulation are likely to result in greater demands in this area that must be met without damaging your organization's ability to meet client needs. The ODL team can help with the analysis and development of systems and procedures in order to increase the efficiency and effectiveness of your service.

Example 6 **Developing volunteer ideas and engagement**

In a busy organization, it is often difficult to find time to tap into the creative ideas and opinions of your volunteers. This service from ODL offers a 'staff survey' of written comments and individual conversations. A summary report can then help the organization's directors and managers to make full use of their volunteers' opinions.

These are just some examples of the services we offer. Above all, the ODL team seeks to ensure that any support work fits closely with your organization's aims and stage of development.

Who we are

Allister Langlois and Kate Richards make up the ODL team. After early careers in management and business development, they formed and ran a successful organization development consultancy for over 25 years.

The firm offered a wide range of services to organizations in every sector, of all sizes and as far afield as the Far East. Core business in the Channel Islands and the UK has given the team a unique skills and knowledge set of organizations, people, systems and the way they all work together. In a world that is increasingly aware of the need for good governance, Allister and Kate both have significant experience. In addition, each of them has undertaken voluntary work at Board level and in typical Guernsey charity fundraising events. This experience provides a thorough insight into the operation of organizations in which the principal motivation is not driven by profit.

The team will be happy to talk to you confidentially in more detail about the type of client work we have undertaken.

Please give us a call today:

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All work will be carried out in good faith and to professional standards. The ODL team and its individual members accept no legal liability (whether in negligence, contract or otherwise) for any reliance placed on consultancy advice or guidance provided during a project relationship.



Allister Langlois

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Allister's early career was in business and management education with a strong emphasis on finance and organizational change. More recently, his political career has provided considerable experience of governance activities in the public, commercial and voluntary sectors.



Kate Richards

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Kate, as a psychologist and sociologist, is the people specialist in the team. She had an early career organizing and evaluating training for a multinational commercial organization.

Contact Us

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