

# Memo

Science, Anthropology



Memo Affiliation: February 15th, The President of the Board Consultant

SUBJECT: Organizational Crisis

### Summary

The organizational crisis being faced by ECO is basically as a result of lack of planning, lack of follow through with ideas, lack of enthusiasm among the board members, trustees and the staff as well as lack of commitment towards the success of the company. The board members are not committed towards fundraising and the rest have no experience in the fundraising. The lack of a strong leadership is another reason that the company is failing and being held together by thin threads and depending on handouts from NESCO. Everyone in ECO lacks motivation to work hard hence the lack of future short or long term plan for the company (Evans, 2000).

### Strategic Plan

The first thing the organization needs to establish is the goals. These will lean towards what the organization is aiming to achieve and what they want to attain within the short term that is less than a year and in a few years' time. In order to attain the goals, it is necessary to have desired outcomes such as having financial security and a larger clientele base for sustainability of the organization. The desired outcomes will be accompanied by a timeline with set time limit to attain the outcomes. This will pressure the employees and board members into working harder and smarter.

Strategies to attain the desired outcomes need to be put in place. These may include letting go of the unproductive board members, employees and trustees as they add no value to the organization's success. New board members can be brought in who have knowledge in business and economics.

The new members will work with the earlier proposals and plans of the development committee and the new goals in mind. Measure of the target and strategies should be put in place to be carried out after every two months and the final results to be released on or before the set timeline.

#### Enhance strong leadership

Strong leadership provides direction and guidance for the rest of the people in the organization without which there will be disorganization and chaos as is currently the case in ECO. The board and trustees should come together with assistance from neutral party seek a new leader from outside the current individuals who has business experience. Evaluation of progress made will be carried out after every two months and will focus on the challenges and strengths made by the leader.

#### Improve Board's capacity to fundraise

The board is in charge of seeking funds to run the organization which is carried out through fundraising. Without the funds to run the organization, it will have to be closed and the employees lose their source of livelihood. The older more experienced board members should organize the first fundraising no matter how small while teaching the younger ones the basic of organizing one. They can then be made to practice in subsequent fundraising. They can even organize a competition between the old and the young as to which group can organize the best fundraising. This whole process will be bringing in income. Progress will be measured through the amount used to organize and the input brought in.

#### Increase employee commitment

The employees are not committed to their work. These are as a result of

poor leadership and lack of motivation on their part hence their dwindling performance. The employees should be taken for team building exercise to bring back their motivation as well as promised more benefits with increased performance. Performance reviews will be conducted on a monthly basis to measure their progress

#### References

Evans, D. (2000). East Coast Orchestra's Board of Trustees. *The Electronic Hallway*, 1-18.