

# Internal and External Structure

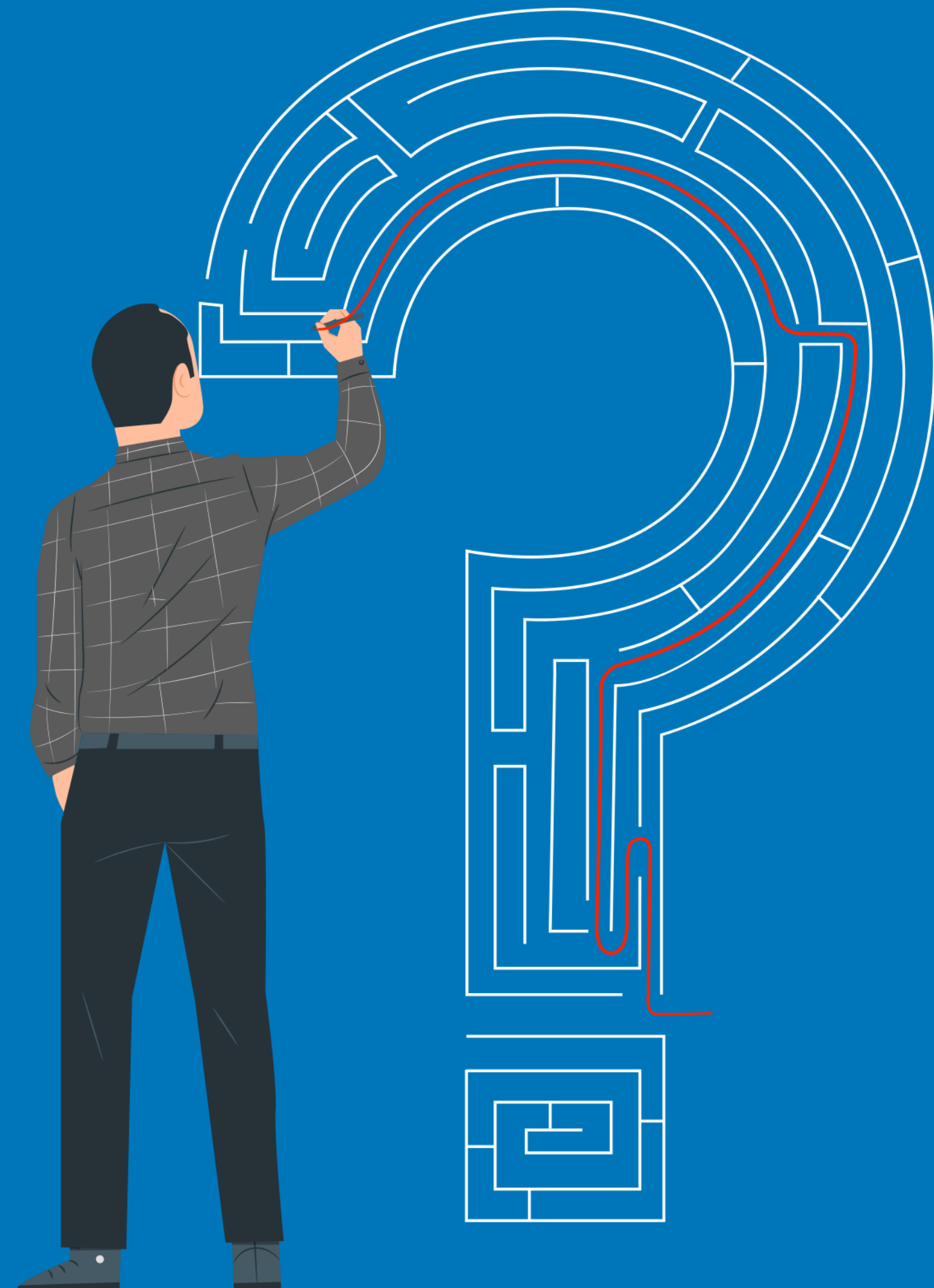
## Internal Structure

- ORGANISATIONAL STRUCTURE WITHIN THE ORGANISATION (NAD)

## External Structure

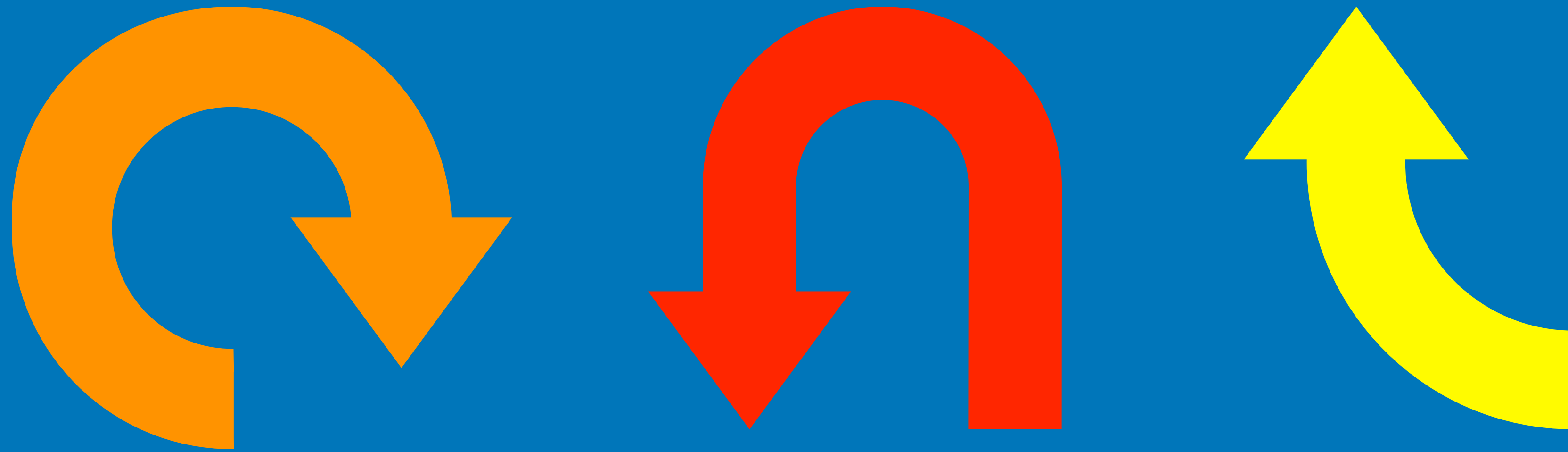
- EXPLAINS ORGANISATION'S PLACE IN EXTERNAL CONTEXT AND ITS RELATIONS TO OTHER ORGANISATIONS

# ORGANISATIONAL STRUCTURE



- Maps of the association just like any 'maps of towns or areas of countries'
- Shows the main network of relationships and lines of responsibilities that exist between different positions in the organization

# ORGANISATIONAL STRUCTURE



- For board members to understand and know their roles and responsibilities
- Helps the community know who is responsible for what (community: Deaf people, government, NGOs, disability community)

# DIFFERENT TYPES OF ORGANISATIONS

UN Agencies

NGOs

Associations

Networking  
Community

Government /  
Associations

# ORGANISATION TYPE # 1

Associations



Objectives: A formal organisation of people or groups of people with mutual, same and/or similar interests, objectives and concerns.

# ORGANISATION TYPE # 2

NGOs



Objectives: A non-governmental organization (NGO) is an organization that is not part of a government and was not founded by states. The NGOs operates independently of government, usually to deliver resources or serve some social or political purpose.

# ORGANISATION TYPE # 3

## Networking Community

- Federations
- Unions



Objectives: This is an umbrella organisation representing affiliated associations with mutual, same and/or similar interests, objectives and concerns. Is often known as a central organisation united and represented by multiple groups founded on an original agreement.



# ORGANISATION TYPE # 4

Government /  
Ministries

- Ministry of Education
- Ministry of Health
- Ministry of Transportation
- Ministry of Social Affairs
- Ministry of Interior
- Ministry of Foreign Affairs
- Ministry of Youth and Sports
- Ministry of Tourism and Development
- Ministry of Communications and Information
- Ministry of Economy and Finance
- Ministry of Planning

**Objectives:** A ministry is a specialised organisation responsible for a sector of government public administration, sometimes led by a minister, but usually a senior public servant, that can have responsibility for one or more departments, agencies, bureaus, commissions or other smaller executive, advisory.

# ORGANISATION TYPE # 5

UN  
Agencies



Objectives: There are many UN organizations and agencies that function to work on particular issues. It is through these agencies that the UN performs most of its humanitarian work. The United Nations Charter stipulates that each primary organ of the UN can establish various specialized agencies to fulfill its duties.

# INTERNAL STRUCTURE

- Reflects the organisational structure within an organisation

- Purpose: Board, staff and members understand and know their responsibilities and roles

ORGANISATIONAL  
STRUCTURE

BOARD  
STRUCTURE

COMMITTEE  
STRUCTURE



# INTERNAL STRUCTURE

- CLEAR DEFINITION OF RESPONSIBILITIES AND ROLES
- DEMOCRATIC RULES
- DECISION-MAKING PROCESS
- HOW IMPLEMENT BOARD MEETINGS



# TYPICAL ORGANISATION STRUCTURE

General Assembly / Annual General Meeting

National Executive Board

Staff

Regions

Districts



# TYPICAL ORGANISATION STRUCTURE

## SIMPLE ORGANIZATION STRUCTURE

General Assembly

Board

National Executive Members

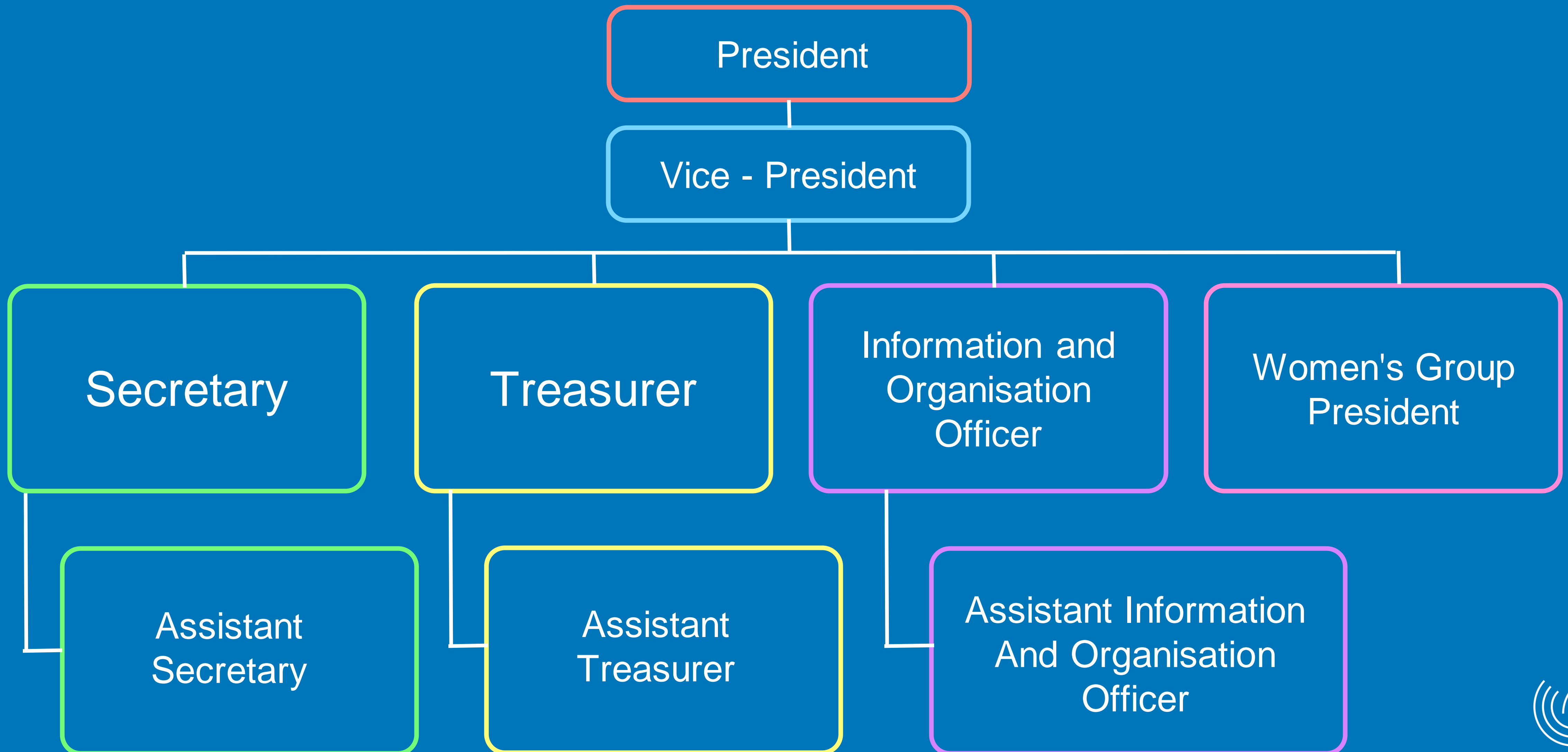
Regional Executive Members

District Associations

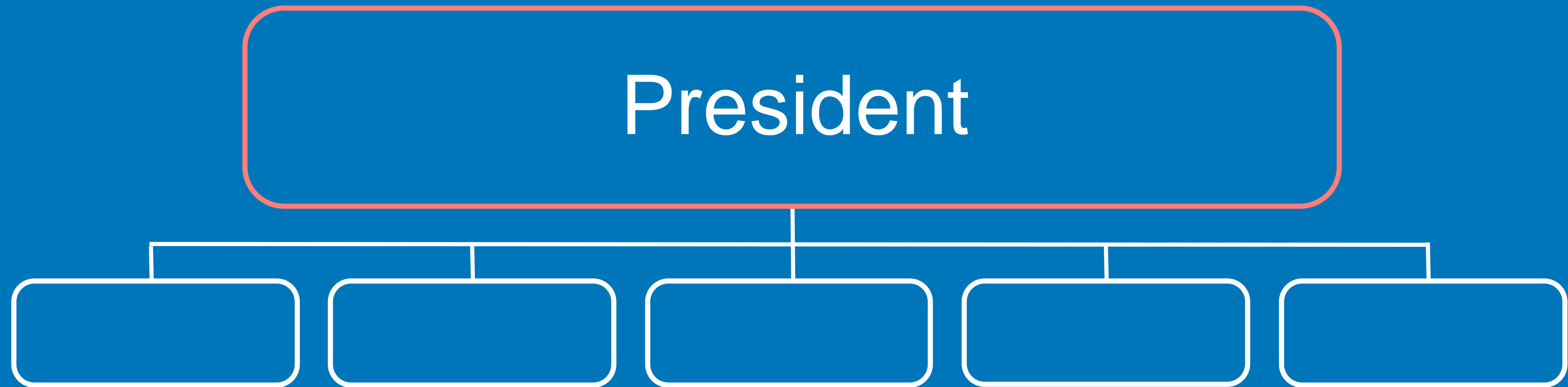
Members and Zonal Groups



# TYPICAL ASSOCIATION IN AFRICA



# TYPICAL POWER STRUCTURE







**CHAVITA**  
USAWA NA HAKI

# CHAVITA TANZANIA

North

East

West

Central

South

Annual General Meeting

BOARD MEMBERS

Executive Director

INFORMATION  
OFFICER

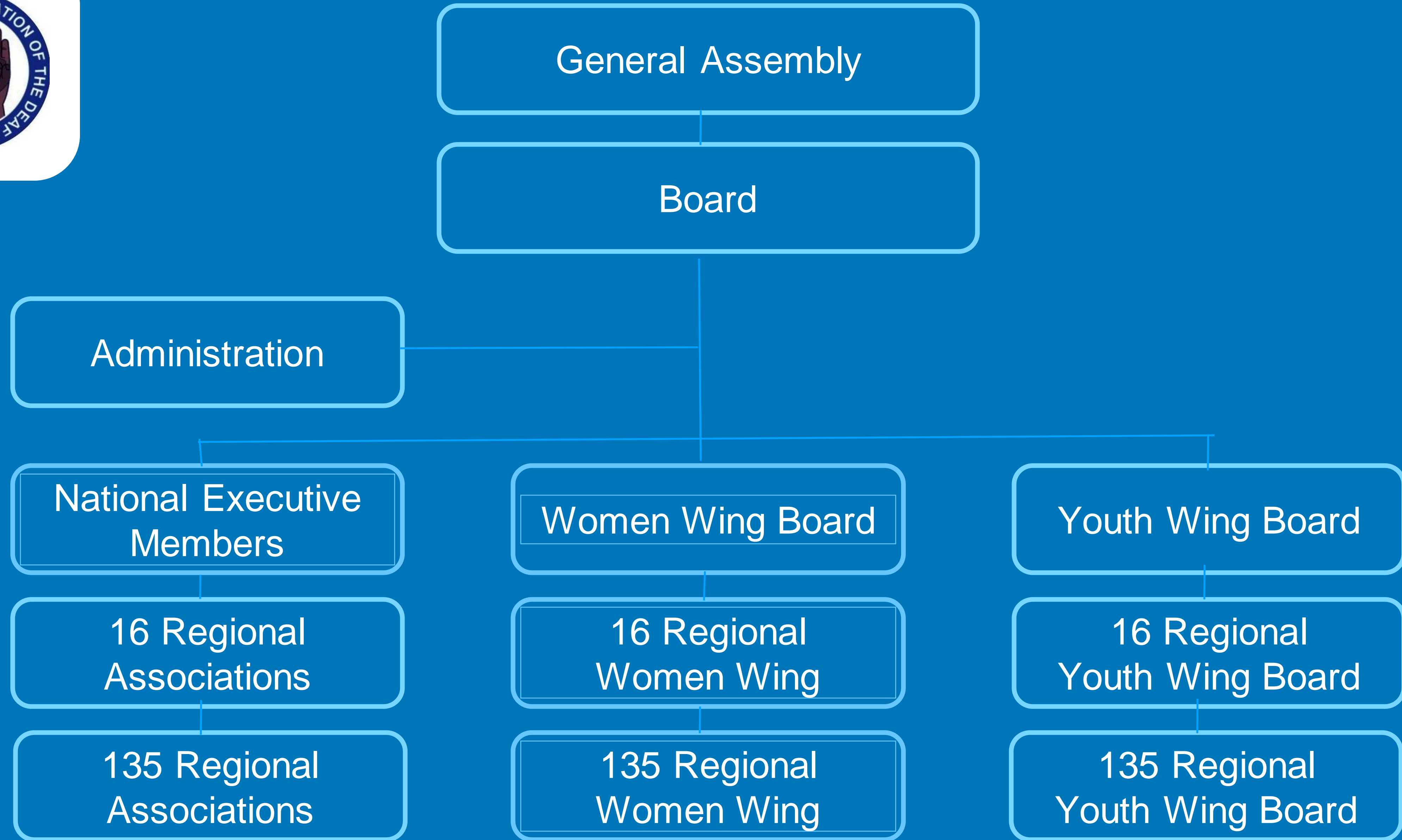
PROGRAMME  
OFFICER

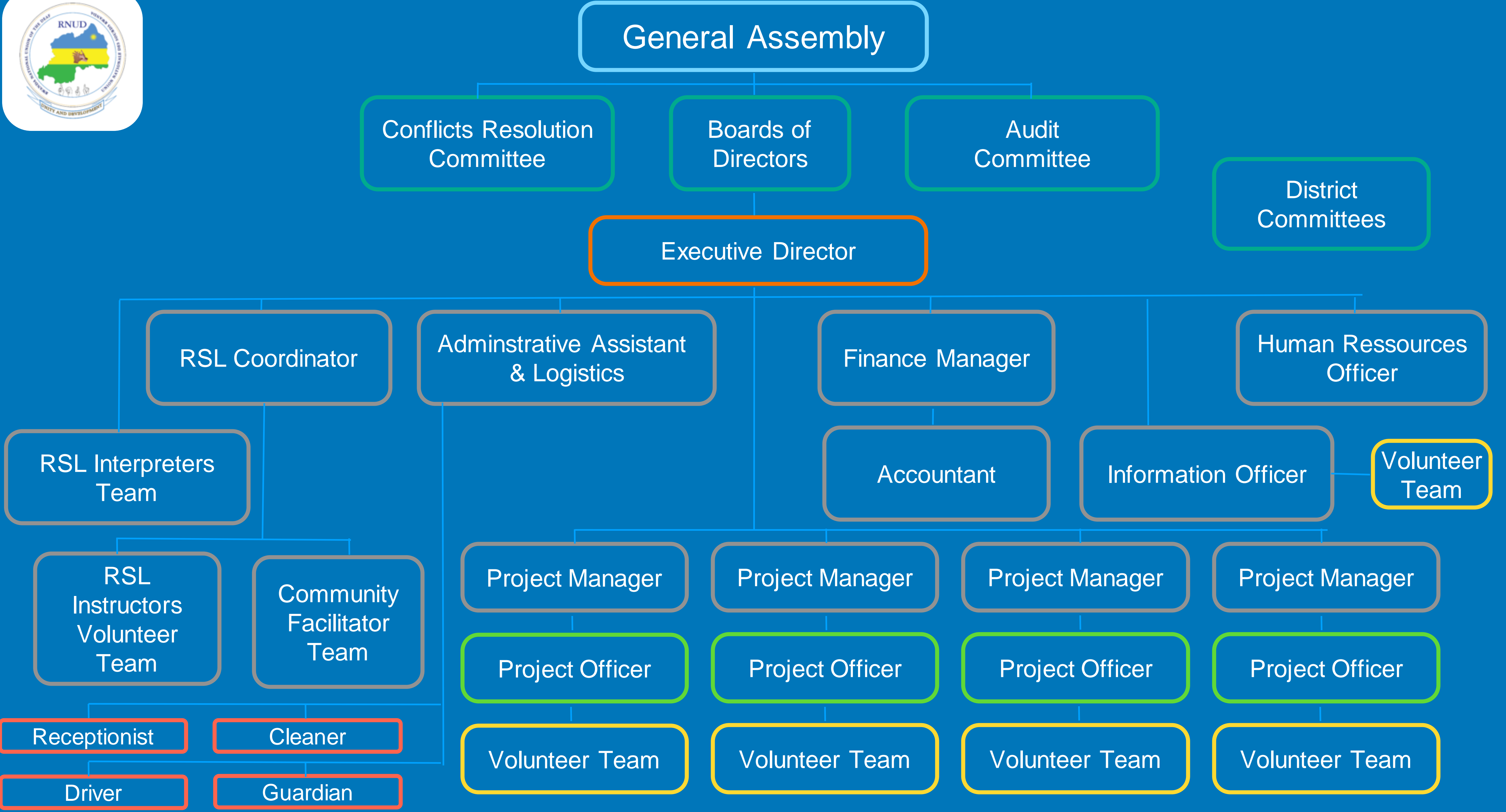
GENDER  
PROGRAMME  
OFFICER

SIGN  
LANGUAGE  
OFFICER



BUILD A DEAF  
ORGANISATION

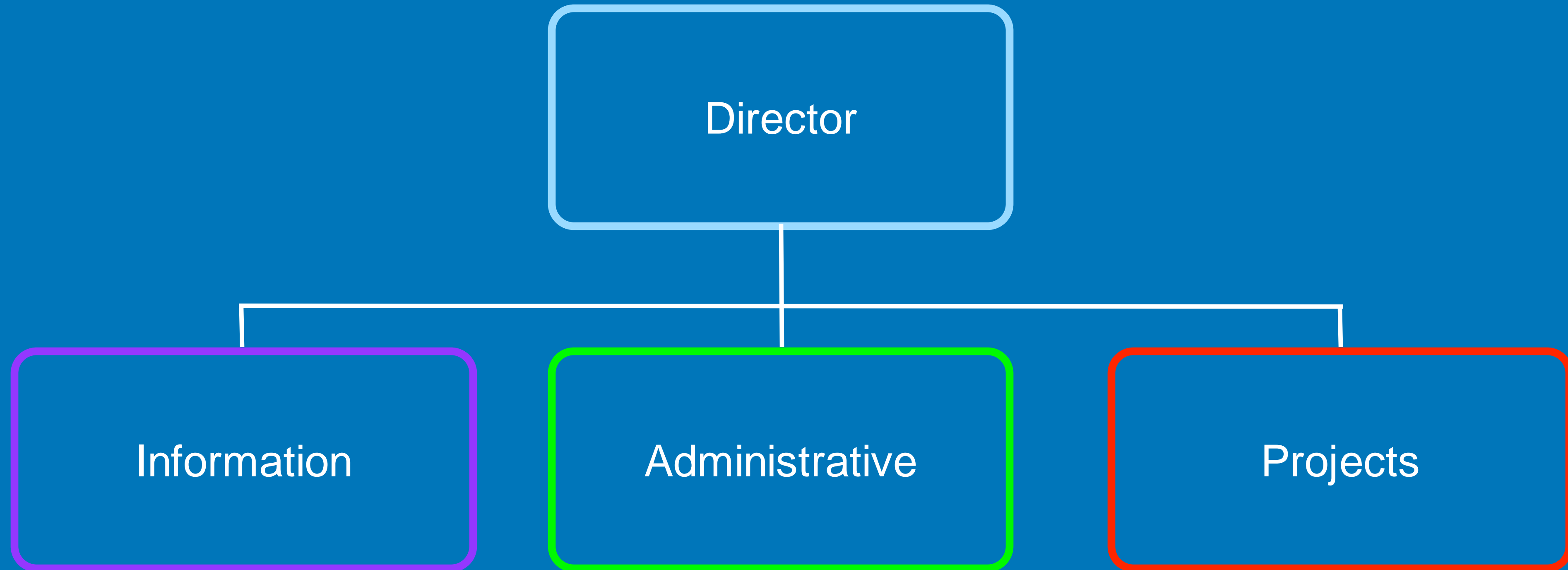






Danish  
Deaf  
Association

# DANISH DEAF ASSOCIATION

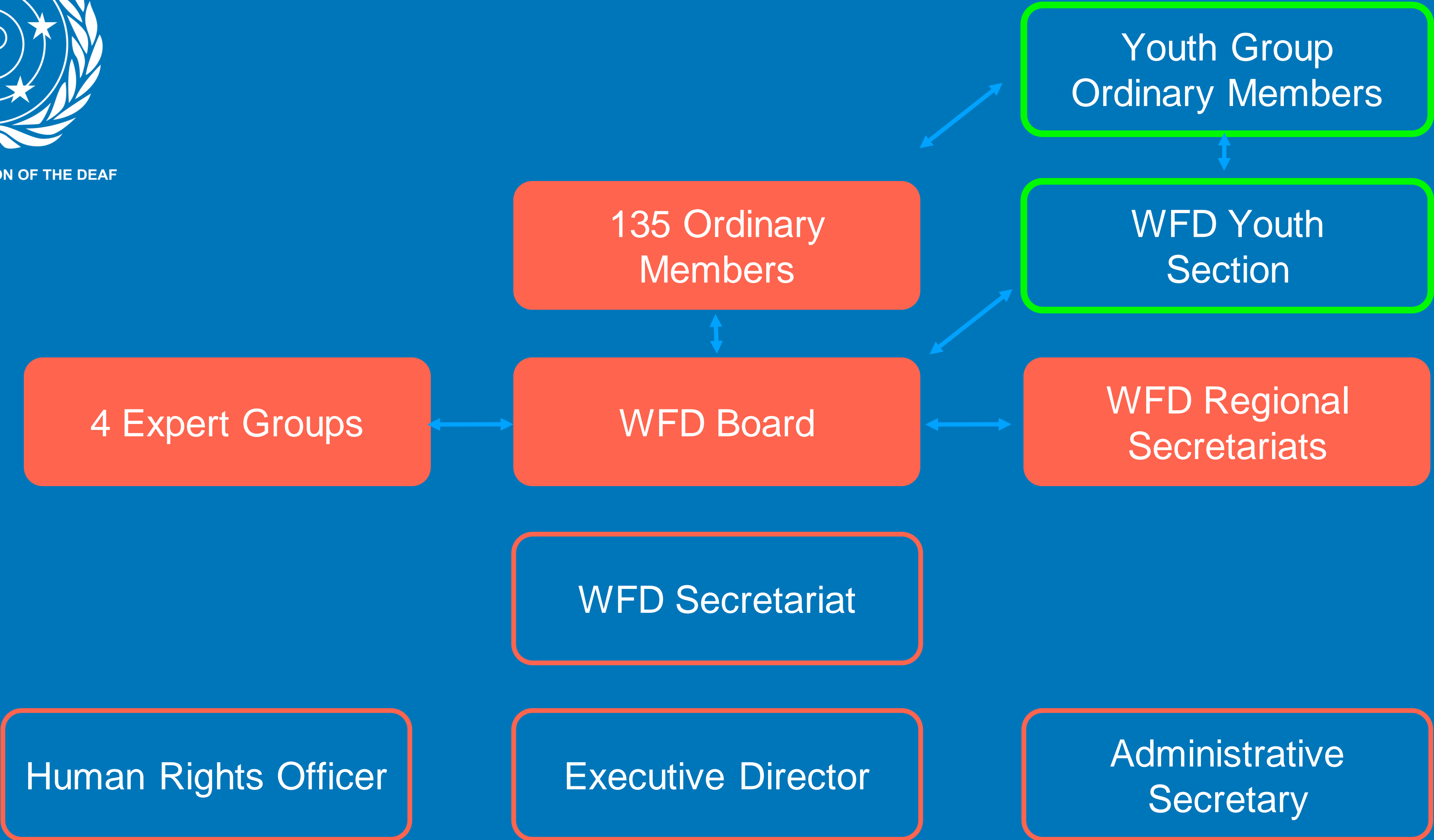


BUILD A DEAF  
ORGANISATION

# WFD ORGANISATIONAL CHART



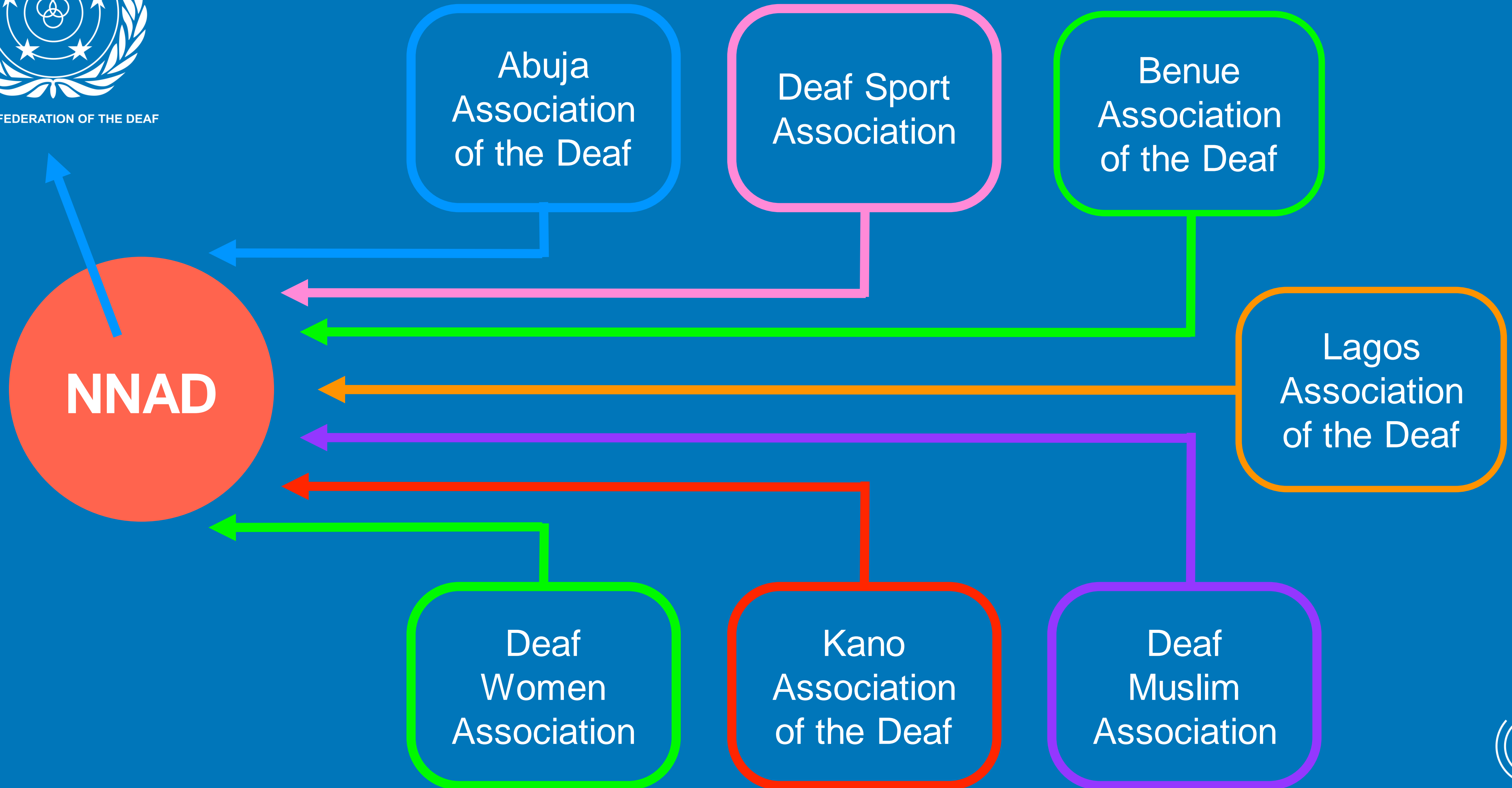
WORLD FEDERATION OF THE DEAF





WORLD FEDERATION OF THE DEAF

# NIGERIAN NATIONAL ASSOCIATION OF THE DEAF



BUILD A DEAF ORGANISATION

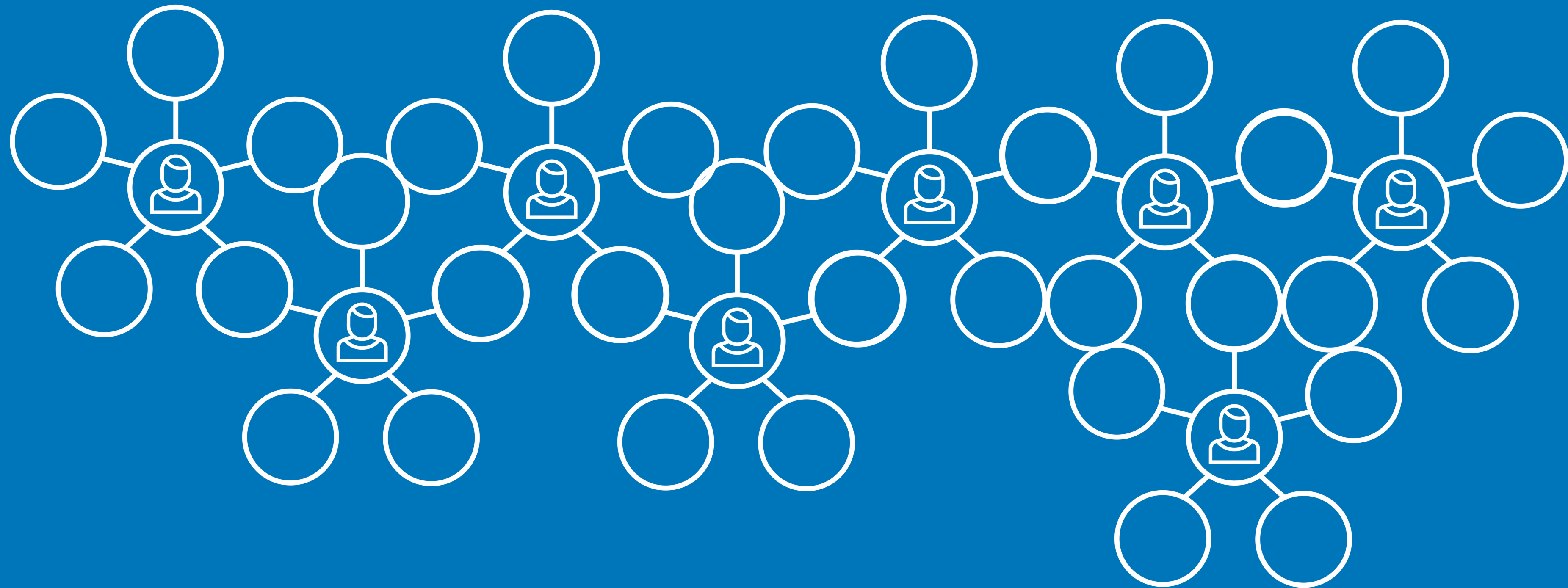
# EXTERNAL STRUCTURE

- EXPLAINS THE PLACE IN EXTERNAL CONTEXT
- SHOWS RELATIONS TO OTHER ORGANISATIONS
- MANY ORGANISATIONS HAVE LINKAGES WITH DIFFERENT NETWORKING COMMUNITIES TO FACILITATE AND INFLUENCE EXTERNAL CHANGES THAT WILL IMPACT THE ORGANISATIONS VISION, STRATEGIES AND ACTIVITIES



# WHERE THE ORGANISATION IS SITUATED?

People and organizations are highly interconnected. It is important to identify where the organization is situated in the larger picture



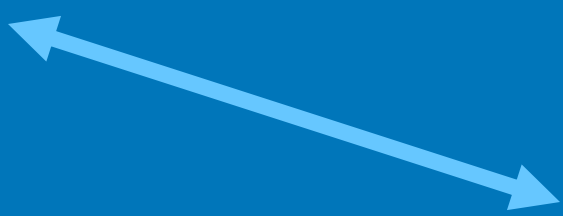
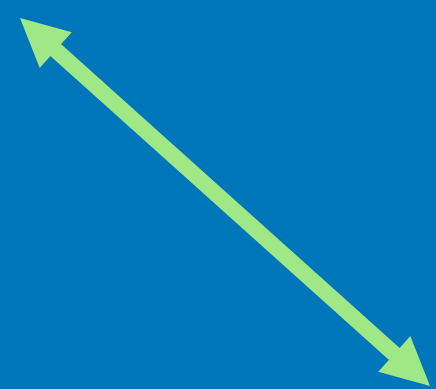


**International Organisations**

**Geographical regions**

**ORGANISATION**

**Special interest groups**



## DEAF ASSOCIATION

- National disability organizations and/or like-minded networking communities' organizations in their country
- Often have a working relationship and/or partnership with provincial, regional, and local Deaf organizations
- Many national Deaf organizations are members of the World Federation of the Deaf (WFD)

## DEAF SPORT ASSOCIATION

- National sports organisations / or like-minded networking organisations in sports
- Often have relationship or partnership with provincial, regional or local deaf sports organisations
- Many national Deaf sports organizations are members of the International Committee of Sports for the Deaf (ICSD)

## INTERPRETER ASSOCIATION

- National interpreter organisations / or like-minded networking organisations in deaf communities
- Often have relationship or partnership with provincial, regional or local deaf organisations
- Many interpreting organizations who are often members of World Association of Sign Language Interpreters (WASLI)

# ORGANISATION TYPE #1 STRUCTURE: ASSOCIATION

WFD

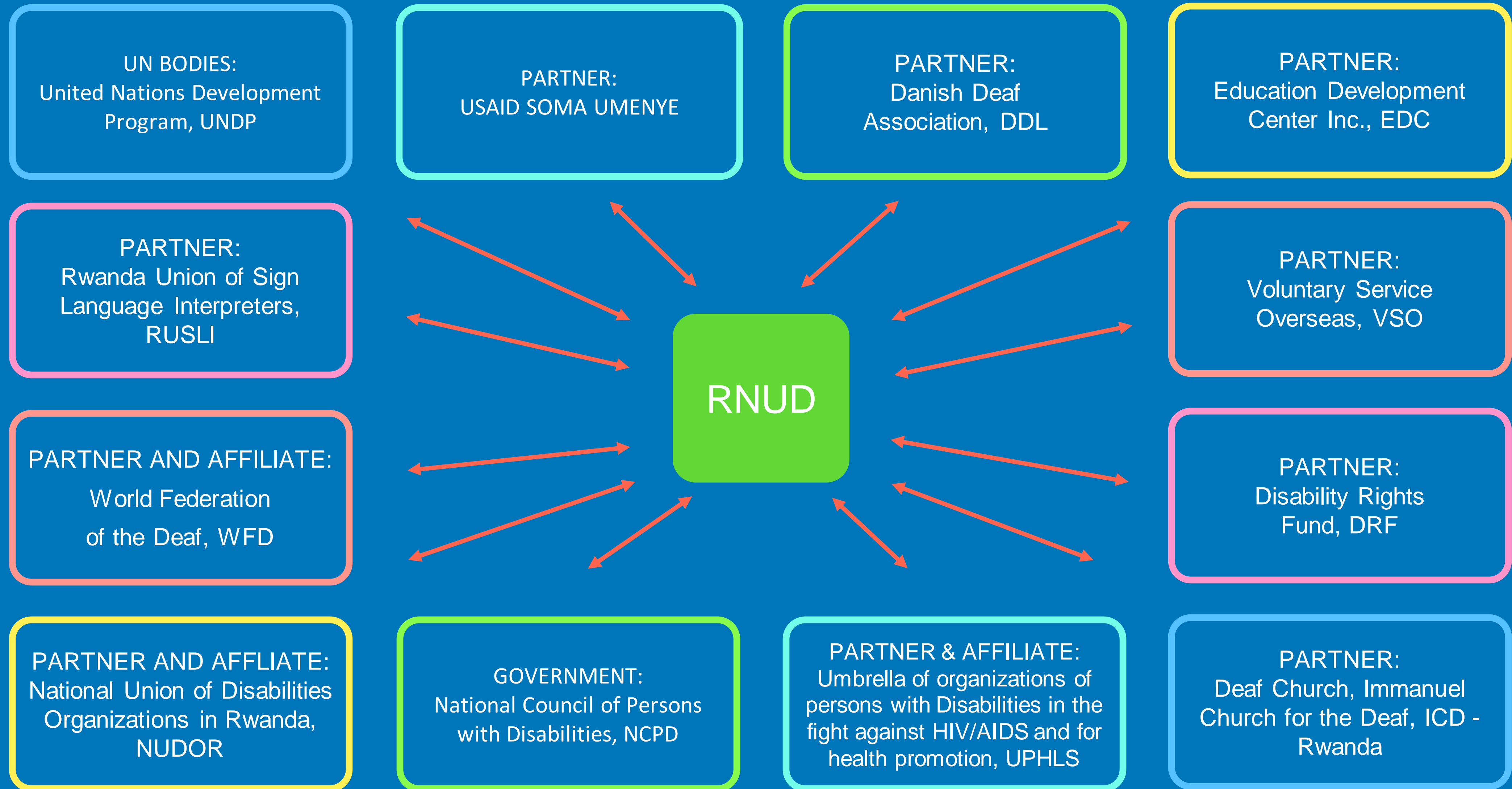
NATIONAL ASSOCIATION  
OF THE DEAF (NAD)

PROVINCIAL, REGIONAL AND  
LOCAL DEAF ASSOCIATIONS





# ORGANISATION TYPE #1 EXTERNAL STRUCTURE: ASSOCIATION



# ORGANISATION TYPE #2 EXTERNAL STRUCTURE: NGOS



# ORGANISATION TYPE #3 EXTERNAL STRUCTURE: FEDERATION

11 PARTNERS  
(Cooperation  
Agreements)

UN



WASLI



WFD



EUD



135 MEMBER  
ORGANISATIONS

IDA



International  
Disability  
Alliance



# ACTIVITY





# ACTIVITY

- 1) Develop your own organization's structure chart (national, regional, and/or district branches)
- 2) Make a short presentation about the organization structure of your country showing the various offices, division of roles, command and reporting
- 3) Review the structures of different types of organizations and choose the pros and cons for each
- 4) Learn more about each of the international organizations you may work with or be a member of (WFD, IDA, UN, ICSD, WASLI)



# DISCUSSION



# DISCUSSION

- 1) Identify which type of structure is your organization?
- 2) What is your organization's structure? Is it documented? Is it easily available to the board, staff, members and outside of the organization?
- 3) Are there any linkages with international, national, regional and/or local networking communities and/or organizations?
- 4) Are the organization's linkages with the networking communities and/or organizations documented in a chart?