

Internal and External Structure



Internal Structure

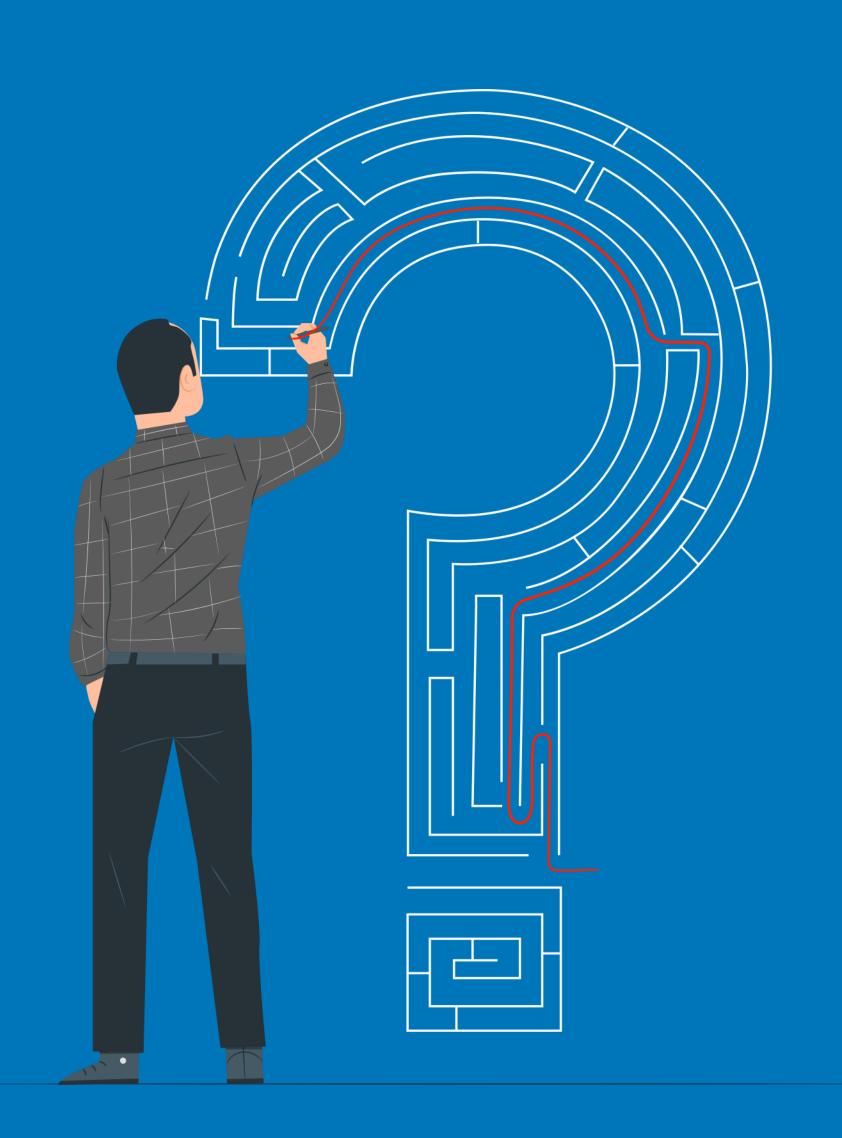
• ORGANISATIONAL STRUCTURE WITHIN THE ORGANISATION (NAD)

External Structure

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



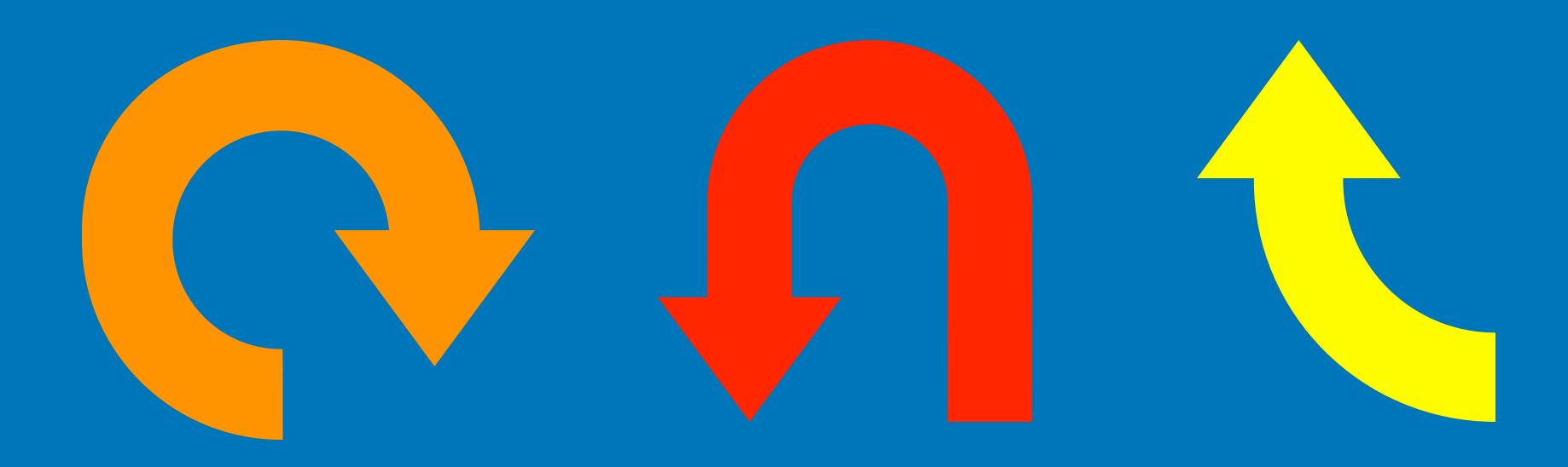
ORGANISATIONAL STRUCTURE



- 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



Associations



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







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.



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.



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.













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

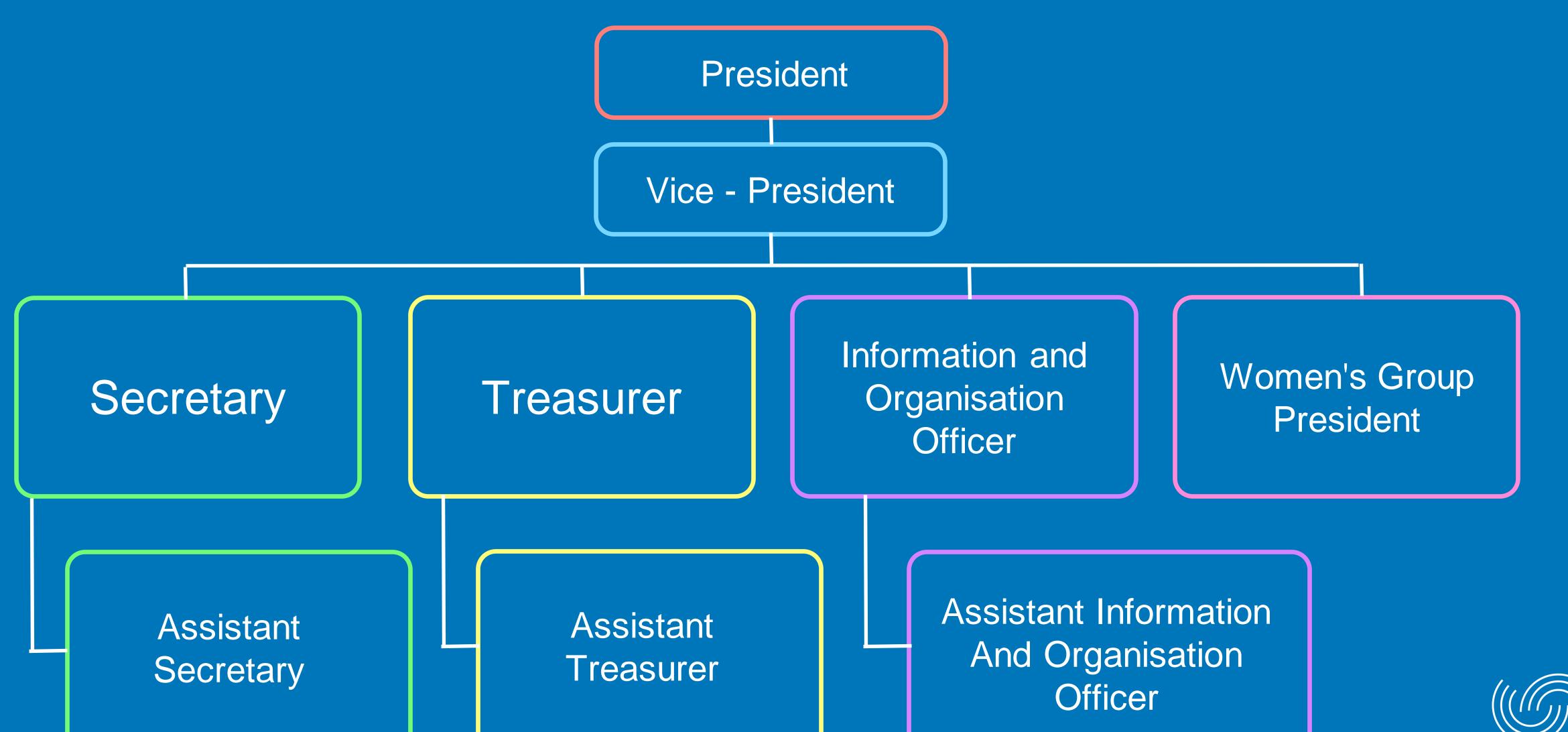
Regional Executive Members

District Associations

Members and Zonal Groups

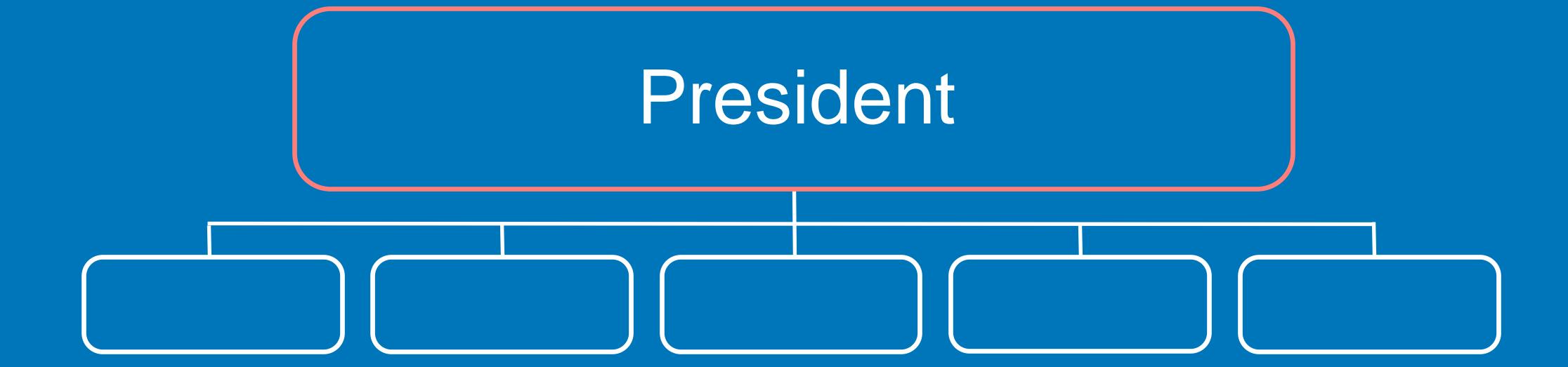


TYPICAL ASSOCIATION IN AFRICA





TYPICAL POWER STRUCTURE







CHAVITA TANZANIA

North

East

West

Central

South

Annual General Meeting

BOARD MEMBERS

Executive Director

INFORMATION OFFICER

GENDER PROGRAMME OFFICER SIGN LANGUAGE OFFICER PROGRAMME OFFICER





General Assembly

Board

Administration

National Executive Members

16 Regional Associations

135 Regional Associations

Women Wing Board

16 Regional Women Wing

135 Regional Women Wing

Youth Wing Board

16 Regional Youth Wing Board

135 Regional Youth Wing Board





General Assembly

Conflicts Resolution Committee

Boards of Directors

Executive Director

Audit Committee

Committees

District

RSL Coordinator

Adminstrative Assistant

Finance Manager

Human Ressources Officer

RSL Interpreters Team

> RSL Instructors Volunteer Team

Community Facilitator Team

Receptionist Cleaner

Guardian Driver

& Logistics

Accountant

Information Officer

Team

Volunteer

Project Manager

Project Manager

Project Manager

Project Manager

Project Officer

Project Officer

Project Officer

Project Officer

Volunteer Team

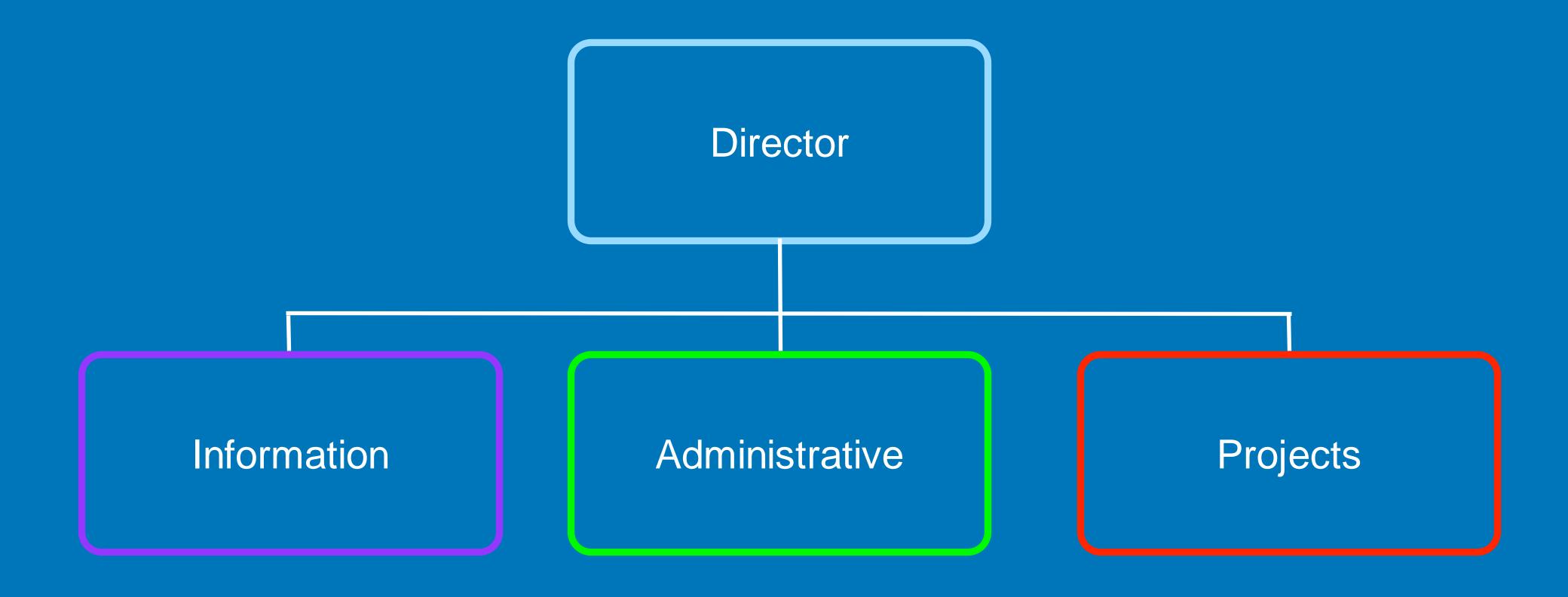
Volunteer Team

Volunteer Team

Volunteer Team



DANISH DEAF ASSOCIATION





WFD ORGANISATIONAL CHART



Youth Group Ordinary Members

135 Ordinary Members WFD Youth Section

4 Expert Groups

WFD Board

WFD Regional Secretariats

WFD Secretariat

Human Rights Officer

Executive Director

Administrative Secretary



NIGERIAN NATIONAL ASSOCIATION OF THE DEAF



Abuja
Association
of the Deaf

Deaf Sport Association Benue Association of the Deaf

NNAD

Lagos
Association
of the Deaf

Deaf
Women
Association

Kano Association of the Deaf

Deaf
Muslim
Association



EXTERNAL STRUCTURE

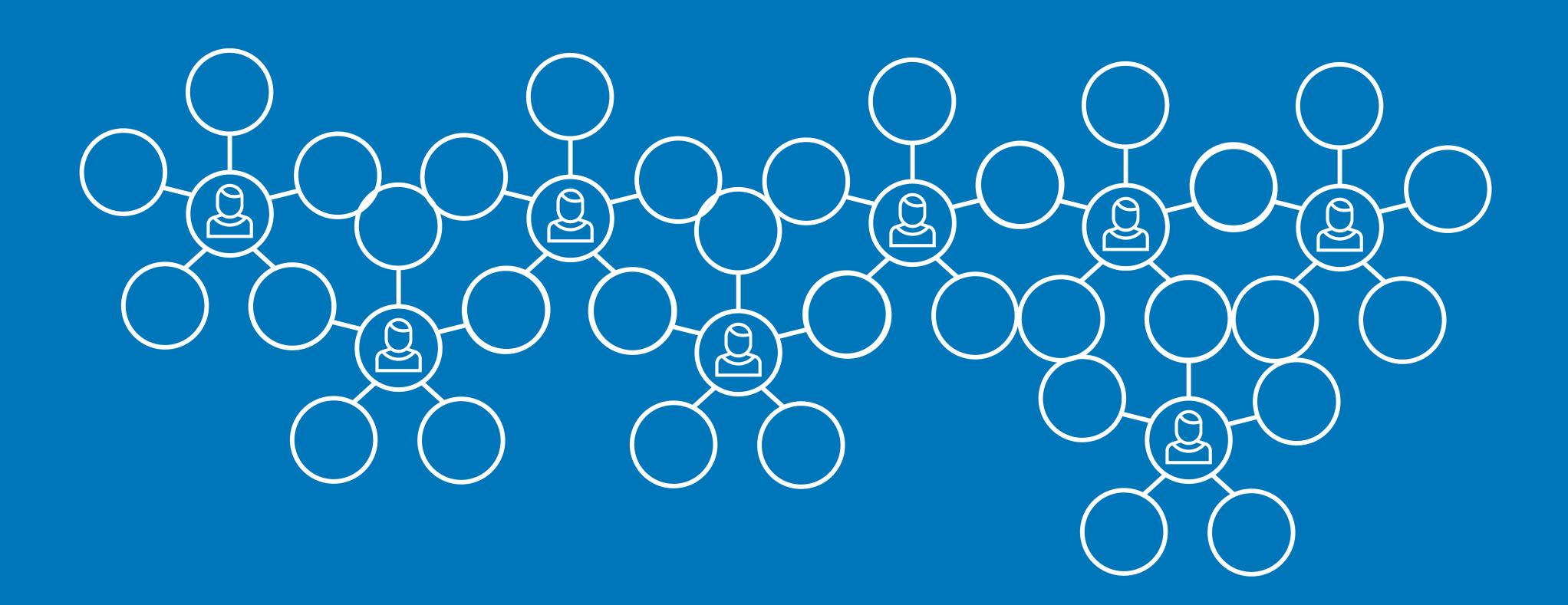
- EXPLAINS THE PLACE IN EXTERNAL CONTEXT
- SHOWS RELATIONS TO OTHER ORGANISATIONS
- MANY ORGANISATIONS HAVE
 LINKAGES WITH
 DIFFERENT NETWORKING
 COMMUNITIES TO FACILIATE AND
 INFLUENCE EXTERNAL CHANGES
 THAT WILL IMPACT THE
 ORGANISATIONS VISION, STRATEGIES
 AND ACTIVITIES





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 ASSOCIATON

- National disability organizations and/or likeminded 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

UN BODIES: United Nations Development Program, UNDP

PARTNER: USAID SOMA UMENYE

PARTNER: Danish Deaf Association, DDL

PARTNER: **Education Development** Center Inc., EDC

PARTNER:

Rwanda Union of Sign Language Interpreters, RUSLI

RNUD

PARTNER: Voluntary Service Overseas, VSO

PARTNER AND AFFILIATE: World Federation of the Deaf, WFD

PARTNER: Disability Rights Fund, DRF

PARTNER AND AFFLIATE: National Union of Disabilities Organizations in Rwanda, NUDOR

GOVERNMENT: National Council of Persons with Disabilities, NCPD

PARTNER & AFFILIATE: Umbrella of organizations of persons with Disabilities in the fight against HIV/AIDS and for health promotion, UPHLS

PARTNER: Deaf Church, Immanuel Church for the Deaf, ICD -Rwanda



ORGANISATION TYPE #2 EXTERNAL STRUCTURE: NGOS

















Australian Government Department of Foreign Affairs and Trade



MINISTERIO DE ASUNTOS EXTERIORES DE DINAMARCA







Ministry of Foreign Affairs of the Netherlands



ORGANISATION TYPE #3 EXTERNAL STRUCTURE: FEDERATION

11 PARTNERS
(Cooperation
Agreements)





WFD

135 MEMBER ORGANISATIONS







International Federation World Association of Sign **United Nations** CinéSourds of Hard of Hearing Language Interpreters European Union Discovering Deaf Worlds of the Deaf WFD DeafSkills DeafKidz International Sign Language International Committee International International Linguistics Society of Sports for the Deaf Disability Alliance Deaf Emergency



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?

