DEVELOPING ORGANISATIONAL VALUES

The ethos of your organisation is the set of beliefs and principles that guide your work. Other terms for ethos are the philosophy or values of an organisation.
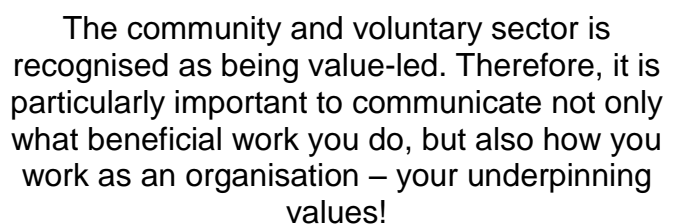
The values of your organisation will guide all aspects of your programmes and activities in terms of principle and practice.

Exercise:

1. Word-storm:

    What guiding principles are important to:

    - how your organisation operates (e.g. its activities, standards, quality, etc);
    - how your organisation is perceived externally (i.e. in the eyes of the public or other external stakeholders);
    - how staff and volunteers carry out your organisation's services and activities?

2. Discuss and agree whether your organisation needs a shared value base in order to operate more effectively.

3. If so, agree at least 5 values that are appropriate for your organisation.

> The community and voluntary sector is recognised as being value-led. Therefore, it is particularly important to communicate not only what beneficial work you do, but also how you work as an organisation – your underpinning values!

Source: www.diycommitteeguide.org