

SESSION 3: ANALYSIS OF ORGANIZATIONAL PERFORMANCE METHODOLOGICAL FRAMEWORK

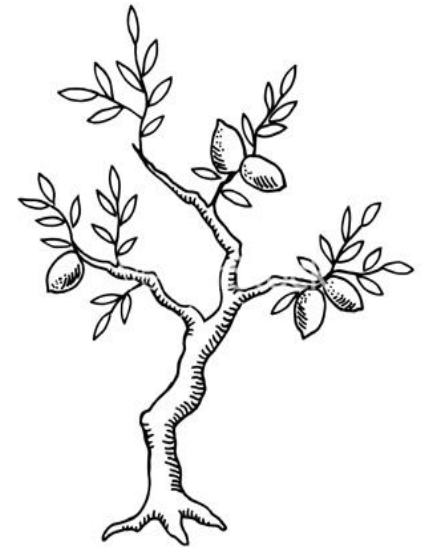
SOURCE: FAO-UPADI GUIDE ON “ELABORATION D’UNE VISION COMMUNE POUR
RENFORCER LA PERFORMANCE L’EQUITE ET LA GOUVERNANCE DE L’OP”.

Mariagrazia Rocchigiani
FAO, Capacity development expert, PSPFF
Chisinau, 25 February 2020

OBJECTIVES

By the end of the session participants shall:

- Identify the main concepts for the analysis of organizational performance
- Carry out a participatory analysis of organizational performance

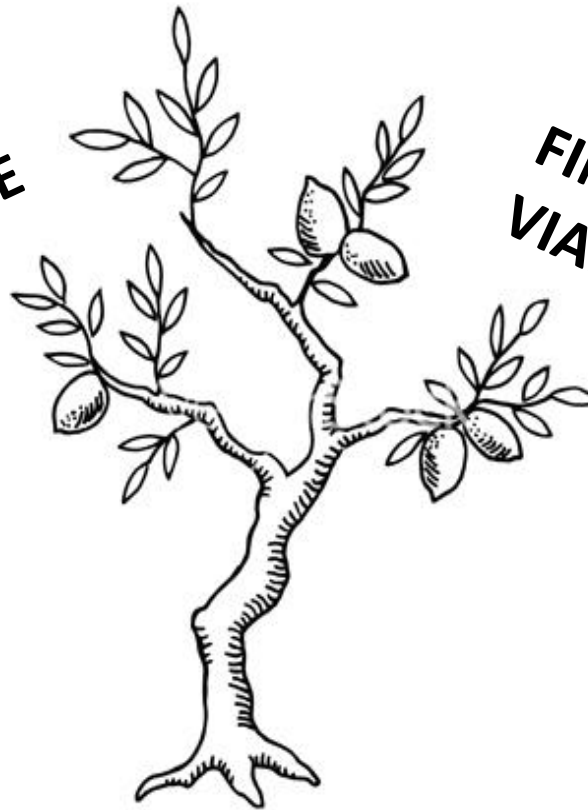


Dimensions to assess performance

EFFECTIVENESS

RELEVANCE

**FINANCIAL
VIABILITY**



Relevance

The extent to which the organization respond to the needs of its members and contribute to the improvement of their living conditions



Effectiveness

The extent to which an organization is able to fulfil its goals



Financial viability

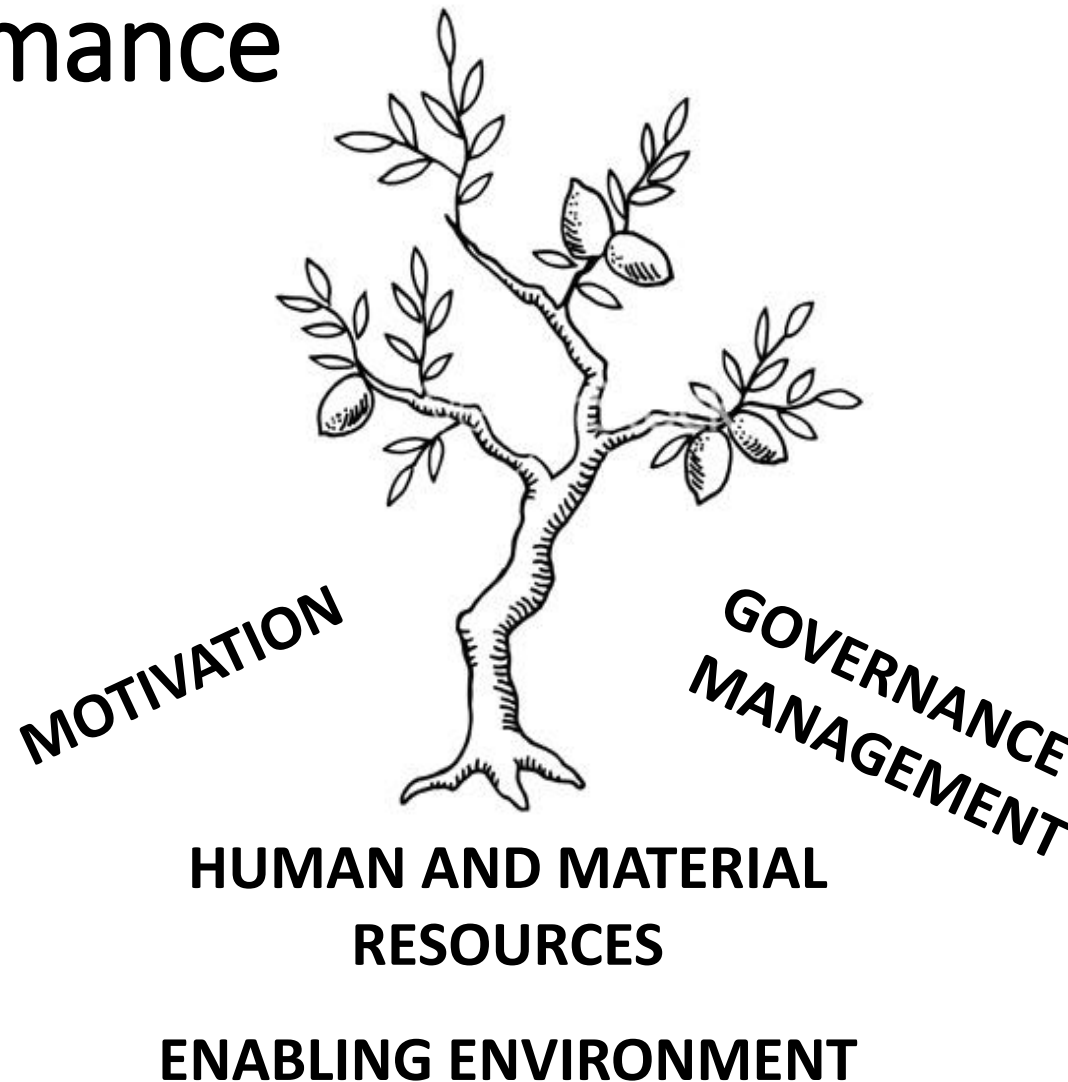
Capacity to

- Generate resources;
- Manage resources;

... to cover its costs and reinvest in the short, medium and long term.



The factors influencing organization's performance



Motivation

What makes us act and invest ourselves in order to ensure the organization can grow and increase its productivity. It includes:

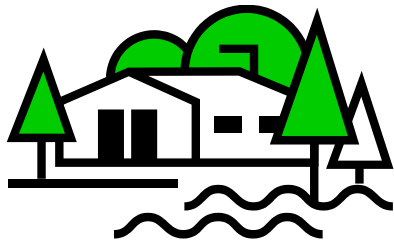
- goals and values
- attitudes to change
- incentives



Human and material resources

Human Resources:

- Planning and allocation of human resources
- Rewards of human capital
- Skills/ Competencies development



Material resources :

- Infrastructure
- Technology



Governance and management (1/2)

Governance:

- System of rules, practices and processes by which an organization is directed and controlled.

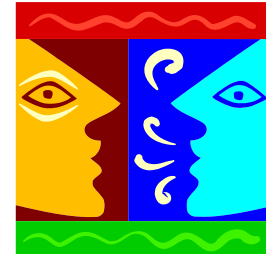


Management:

- Responsible for current operations and future planning

Governance and management (2/2)

COMMUNICATION



INTERNAL AND EXTERNAL RELATIONS



PERFORMANCE ANALYSIS





Principles of good governance

EFFECTIVE, RELEVANT AND
FINANCIALLY VIABLE ORGANIZATIONS

PARTICIPATION

CONSENSUS
BUILDING

EQUITY

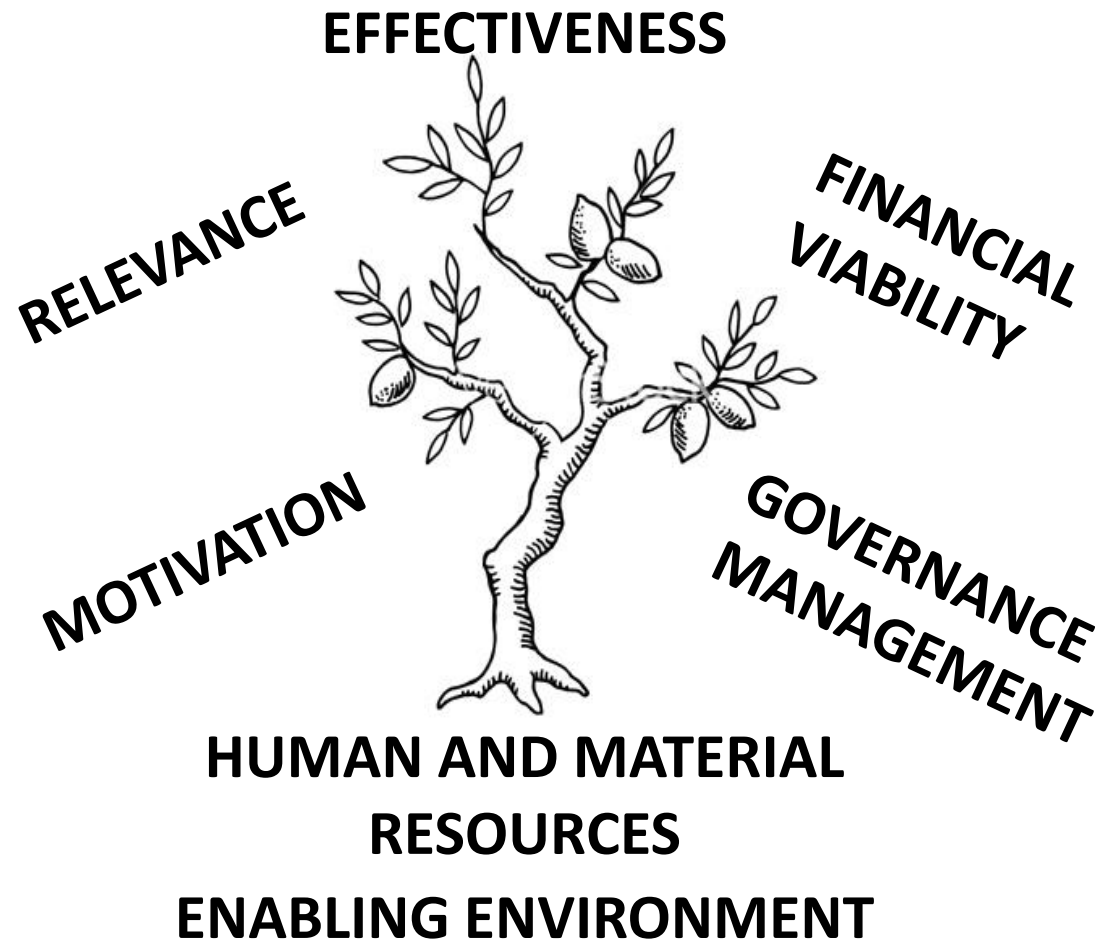
ACCOUNTABILITY

RESPECT FOR RULES

TRANSPARANCY &
INFORMATION

EQUALITY BETWEEN MEN AND WOMEN

Framework of analysis for the factors influencing organizational performance



Exercise 1 - Strengths

1. Form groups and nominate a rapporteur
2. Each group is invited to choose one particular accomplishments of the FO they work in which illustrate a good contribution to the local economy and to the community.
3. The rapporteur will share in plenary
4. After each presentation the other groups will summarize the key ideas on the cards that will be clustered on the performance tree

Exercise 2 - Weaknesses

1. Form 3 groups and nominate a rapporteur
2. Each group is invited to make a drawing on what you perceive are the major weaknesses affecting the performance of the Farmer Organizations
3. Each rapporteur will share in plenary
4. After each presentation the other groups will summarize the key ideas on the cards that will be clustered on the performance tree



Bringing Organisations & Network Development
to higher levels in the Farming sector in Europe



This project has received funding from the European
Union's Horizon 2020 research and innovation
programme under grant agreement N° 774208

Questions?

Thank You for Your Attention!