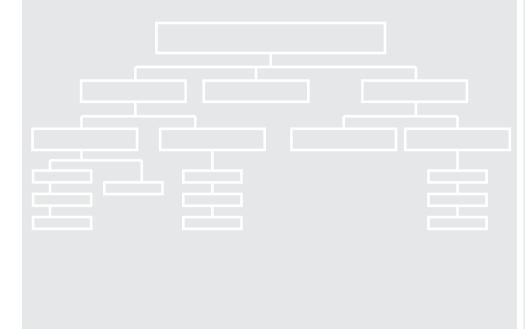


### **Organizational Chart**

Sketch an organizational chart showing the formal functions of your organization (director/program and project staff/adminis-trative, support functions, etc.)



#### **Formal Mission Statement**

Write down the official mission statement and current strategic objectives of your organization. The focus is on how your organization presents itself to the outside world. (Tip: It might be useful to look at your organization's website.)

## **Social Network**

Visualize the social network of your organization. Write the names of all relevant persons inside and around your organization on small Post-Its and arrange them as a cloud of relationships around a power-center. Mark your own position in this network.



# **Polarities**

List your associations to the following questions: Around which polarities do you experience (positive or negative) tension in your organization (e.g., local vs. global approach, cultural vs. political agenda, high end vs. off-culture commitment, etc.)? What is a current internal development objective of your team (e.g., take on new task, reduce stress, stabilize the workflow, expand network, find new leadership balance)? What makes a project a "good project" in your organization (e.g., high visibility of your name, contribution to overhead costs, social innovation, high community involvement)?

#### POLARITIES



