

## **I. Overview**

### **A. Organizational Cultures**

1. **Spectrum of Influence and Focus**

### **B. Differences to Unity**

1. **Strategic Planning**
2. **Communication**
3. **Organizational Mergers**

### **C. Developing Mutual Understanding**

## **II. Organizational Cultures**

### **A. Spectrum of influence and institutional focus effect environmental change**

1. **Each organizational culture is different**
2. **Many different organizations**
3. **Key is that all need to work together**

## **III. Key Players**

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**IV. Dealing with Differences to Develop Unity**

- A. Strategic Planning**
- B. Communication**
- C. Understand Organizational Mergers**
- D. Mutual Understanding**
  - 1. Strengths/weaknesses**
  - 2. Cultural Mores**

**V. What is a Strategic Plan**

- A. Description**
- B. Key Components (1)**
  - 1. Strategic Analysis**
  - 2. Setting Strategic Direction**
  - 3. Action Planning**

**VI. Develop a Strategic Plan**

- A. Develop a planning committee**
- B. Include members of the target population**
  - 1. Grass-roots organizations**
  - 2. Student-led groups**
- C. Develop future goals**
- D. Maintain focus through customer's eyes**
- E. Conduct needs assessments**

**VII. Communication**

- A. External to the coalition**
- B. Internal to the coalition**
- C. Community message**
- D. Official position on issues**

**VIII. Organizational Mergers**

- A. What do mergers have to do with coalitions?**

**IX. Elements of Successful Mergers**

**X. Universal training**

- A. Develop common level of knowledge**
  - 1. Scope of the problem**
  - 2. Interventions**
  - 3. Functional emersion**
- B. Open communication**
  - 1. Mandate in strategic plan**
  - 2. Open forum at meetings**
  - 3. Assets and limiting factors**
  - 4. Remember basic Needs**

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**C. Broad adaptation of strategies**

1. Prevention
2. Incarceration
3. Education
4. Treatment
5. Community involvement
  - a) *Alternative activities*
  - b) *Ownership*

**D. Cross-Cultural Understanding**

1. Does everyone in the coalition know what each organization's scope of service is?
2. What strengths and resources does each organization bring?
3. Are there political issues surrounding an organizations participation

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- 1) "Basic Description of Strategic Planning" by Carter McNamara, Adapted from the "Field Guide to Nonprofit strategic Planning and Facilitation:  
[www.managementhelp.org/plan\\_dec/str\\_plan/basics.htm](http://www.managementhelp.org/plan_dec/str_plan/basics.htm)