

# 10 KEYS ANALYSIS TEMPLATE: ORGANIZATIONAL REVIEW



CCA Key	Organizational Review Questions
Let Values Lead	<ul style="list-style-type: none"> <li>• Does the organization have a Theory of Change?</li> <li>• Are the purpose statement, principles and values from the Theory of Change evident in other documents?</li> <li>• Do staff, board (or network members) refer to organizational/ network purpose as core to their work?</li> </ul>
Connected communities from the inside out	<ul style="list-style-type: none"> <li>• What does the organization do to intentionally foster a positive work environment?</li> <li>• Is staff/ member reflection embedded as a normal practice?</li> <li>• Are relationships prioritized?</li> </ul>
Embrace the messiness	<ul style="list-style-type: none"> <li>• What does the organization do to understand the local, social and geo-political context and how it is changing?</li> <li>• Does the organization have an understanding of what is their “unshakable core” and what adapts with the context?</li> <li>• Is there a people and process before product philosophy at the organization?</li> </ul>

CCA Key	Strategy Development Guide
Prioritizing power sharing and equity	<ul style="list-style-type: none"> <li>• Does the organization engage in ongoing equity/ decolonizing work? Is it a journey rather than a short-term project?</li> <li>• Do equity/ decolonizing principles show up in documents and processes?</li> <li>• Are there intentional strategies to support marginalized/racialized people inside and outside the organization to have influence on strategy?</li> </ul>
Build on everyone's Strengths	<ul style="list-style-type: none"> <li>• Is there an asset-based culture?</li> <li>• Does the organization draw on the strengths within the organization/membership/community?</li> <li>• Does the organization lend support to other organizations/ groups so they can maximize and realize their own strengths</li> </ul>
Learn together	<ul style="list-style-type: none"> <li>• What are the ways in which the organization demonstrates a commitment to ongoing learning?</li> <li>• Does the organization use evaluation as a learning process?</li> <li>• Does the organization engage in community knowledge exchange/ sense making in a meaningful way?</li> </ul>
Work at multiple scales	<ul style="list-style-type: none"> <li>• Does the organization actively support grassroots leadership</li> <li>• Does the organization actively help systems level players (governments and institutions) to engage meaningfully with/ support local priorities?</li> <li>• What does the organization do to support grassroots/ local influence on larger systems issues?</li> </ul>

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Make community building visible	<ul style="list-style-type: none"> <li>• What does the organization do to help communication flow throughout the community?</li> <li>• What does the organization do to shine a light on local community building efforts?</li> <li>• What does the organization do to make complex ideas accessible and meaningful to people across the community?</li> </ul>
Facilitating collaborative process	<ul style="list-style-type: none"> <li>• Does the organization prioritize working collaboratively as core to its work/ success?</li> <li>• Does the organization use creative and relationship focused facilitation processes?</li> <li>• Is the organization a reliable partner? To whom?</li> </ul>
Build creative infrastructure	<ul style="list-style-type: none"> <li>• Does the internal infrastructure effectively support the purpose of the organization?</li> <li>• Does the organization intentionally build out effective infrastructure as part of their collaborations and strategies?</li> <li>• Does the organization invest in social infrastructure that is intended to be embedded in the community over the long term?</li> </ul>

We hope you find these tools useful in continuing the momentum to build on local strengths, facilitated collaborative processes and learn together. Catalysts' Circle offers workshops, coaching and strategy design services that can further help you dig deeply into these keys and explore the others that can help you make a truly Connected Community.



Catalysts' Circle can be found at [www.connectedcommunities.ca](http://www.connectedcommunities.ca) or email [agloger@connectedcommunities.ca](mailto:agloger@connectedcommunities.ca) for more information