



21st Century Organisations THE ENGAGING ORGANISATION

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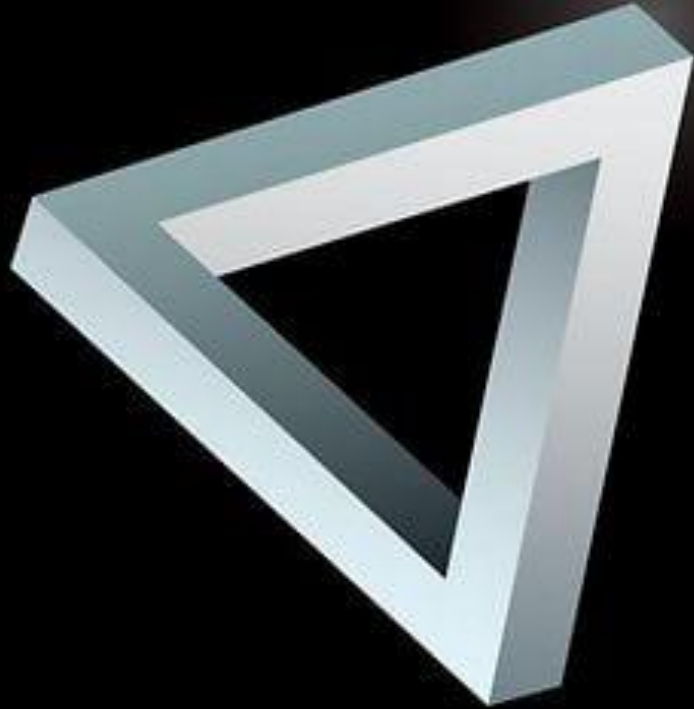
**Four things
to consider**



Paradigm is Important

Start as you intend to finish

- Plans
- Policy
- People



**Community won't use what doesn't
make sense to them**



Ask the cat.....





We all view risk differently



THE ROANOKE TIMES
Monday, September 20, 2004



STEPHANIE KLEIN-DAVIS | The Roanoke Times

Mellisa Williamson, 35, a Bullitt Avenue resident, worries about the effect on her unborn child from the sound of jackhammers.

“The risks that harm people and the risks that upset people are different”

– Peter Sandman



**Know
where you
are working**

**Community
Leads**

Community leads
the engagement and
the **organisation**
is responsible
for the action

**Community
advocacy**

Community leads
the engagement and
the **community**
is responsible
for the action

**Community act
and contribute**

**Shared Leadership
and Action**

**Organisation
Leads**

**Organisation
implementation**

Organisation leads
the engagement and
the **organisation**
is responsible
for the action

Organisation Acts

**Behaviour
change**

Organisation leads
the engagement and
the **community**
is responsible
for the action

Community Acts



Thank you



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