

Organisational Policy & Procedures

Steps in writing policies

In small community organisations there are three processes that are commonly used for developing policy:

1. The policy/planning/evaluation day (or weekend)
2. A consultative process for developing particular policies
3. A policy review process

In larger organisations, the processes are likely to be more formalised:

- Standing Policy & Procedures Committee (s) for different areas
- Forms Committee (s)
- Recommendations and decisions passing through several levels of management

1. Planning/Evaluation Day

The stakeholders in the organisation come together for a day and develop key organisation policies such as:

- Mission
- Organisational Philosophy
- Aims, objectives, strategies
- Determining priorities for policy development during the coming year

Tips: Involve all the stakeholders; get a facilitator, especially if there are big value differences between those participating; use lots of butchers paper to keep track of the content of the day; and have a good time.

Sample Policies Procedures Manual Small Business

Ian Pickup

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