

Chapter 1 : Point 14 “ Top Management Commitment to Action ” racedaydvl.com

The Platform for Action, Commitments and Transformation (PACT) is a dynamic advocacy tool and central hub for all stakeholders to advance the Agenda for Humanity.

Although commitment grows in a natural way, you, as a leader or group member, can foster commitment in your organization. You can build commitment into your organizational culture. Although it is invisible, commitment is a very real quality that you can do something about if you are willing to focus your attention on it. How can you mobilize and sustain commitment? How do you build and sustain commitment? How do you get your hands on that invisible quality and make it grow in your organization? Why are you committed to your project or organization? What is most important to you? The goals of your group? Your vision of what is possible? The people with whom you work? Your role in your group or organization? The satisfaction you get from doing significant work? People commit to a group or organization because they gain something important from their involvement. When you invite them to become involved, you are not only asking for their help, you are offering them an opportunity to: Work on an issue that is important to them Benefit the community Meet and spend time with like-minded people Expand their skills Be a part of a team Learn how to lead Meet high standards Accomplish something significant You can be proud when you invite people to be committed to your organization. Below are some specific ideas about how to build and sustain commitment, many of which will also strengthen your organization as a whole. Welcome people into your organization Sometimes, all people need in order to become involved is to feel genuinely welcome. As a leader, you can set an example by personally welcoming whoever walks through the door or asks about joining your organization or initiative. Ask them questions and get to know them, and make them feel valued. That not only gives people a good feeling about the effort and encourages them to become involved, but it also provides the basis for developing a relationship that helps you function as a leader and acts to cement commitment in the future. The director took 45 minutes to find out about the member and get to know her. The new member felt welcome and quickly got involved in the program committee. She became an active, committed member, and a few years later she became President of the Board of Directors. Teach everyone in your organization to welcome new people. Make it part of your organizational culture. You can also set up a Welcoming Committee for open meetings or special events, or you can set up a buddy system. People in your organization will understand that welcoming is a job to be taken seriously. Be open and clear about the mission, principles, and goals of your organization People have to know what they are committing to. They want to join an organization if they share similar principles and goals. Make sure that everyone in your organization is familiar with its mission, principles, and goals. As a leader, talk openly about why you care about these principles and goals. For example, if you are working to develop a mentor program for teens in your community, talk about why that program is important to you. You might tell people how your life would have been different if an adult had not committed some time and attention to you when you were a teen. Model commitment yourself Everyone looks to the leader of a group or project to see if she is committed. If you care about the work, it will show in your attitudes and actions. People will watch to see how you act, and they will follow your lead. If they can count on you, it is more likely that you will be able to count on them. If you stay late to send out a mailing, others will be willing to do so. On the other hand, if you are working so hard that you are burnt out and always unhappy, people will take note of that too and they will shy away from following your lead. Try to strike a balance: People need to feel that they are making a significant contribution in order to feel committed. Find out what they are interested in doing and see if you can match their interests to some work that needs to be done. Also, give new people a job that brings them in contact with other people in the organization. That will draw them into the group sooner and more easily. Pick out the right level of challenge for people People need to feel successful and they also need to stretch their abilities. When you are first getting to know someone, try to match them with work in which you think they can achieve some success. This will help people to feel good about themselves and will encourage them to stay. As you get to know them better, give them gradually increasing challenges. Being challenged keeps people excited about the

work they are doing. Sometimes people will need encouragement to try things they have never before considered. Sit down and talk to people to find out what jobs they would like to try. It is a worthwhile investment of time, because they will know that you care about them and their development, not just about what they can produce for you. Build an organizational culture in which staff, volunteers, and members appreciate and respect each other. People need to feel respected and appreciated in order to stay connected and committed to a group or organization. This is simple and important, but sometimes not easy to remember. Still, there are several steps you can take to build a group or organizational culture in which people treat each other well: Model appreciation and respect: Take the time to think about the people with whom you are working and openly appreciate them and their work. Although some people may be surprised when you do it, everyone likes to be appreciated. Treat everyone the same way you would have others treat you "with respect and good humor. Teach people in your organization to notice what is going well, rather than just noticing what needs to be improved. For example, you can open meetings by having each person talk about what they have done well since the last time you met. You can also have people show appreciation to each other as a way to close meetings. In heated discussions or conflicts, make sure people continue to show respect for each other. Conflicts can be important growing periods. To ensure they are useful rather than destructive, do not let people personally attack each other. Keep discussions to the issues. If people have personal conflicts, mediate the conflict or bring in an outside person to do so. Listen, listen, and listen Listening is a powerful tool. Everyone could use someone to listen to them. When you listen to others with respect, they sense that you have confidence in them and are interested in what they think. In turn, your interest and confidence helps them to think clearly and creatively. If you want young people, old people, immigrants, low-income people, people of color, or anybody else to be committed to your organization, listen to them. Try asking a teenager or young person to share their thinking on a topic with you. How do you think we should design this community center? What is the key issue in this neighborhood? That teenager may be surprised, at first, because adults so rarely care about what they think. However, if you can break through their "cool," teenagers will be delighted to tell you what they think. If people view themselves as a leader of a group, they will view the group as theirs. They will have a feeling of ownership, and will be more likely to take initiative to make sure things work well. We traditionally think of leaders as the people who are the directors of the organization and make all the important decisions, but you can expand your definition of leadership. For example, you can view the event organizer as one of the key leaders, but the person who informally resolves conflicts is a leader, too. Even the person who gets everyone in the room laughing when the energy bogs down is performing an important leadership function. Help people to recognize their leadership talents, and encourage them to try out more. Invite them to speak in public or chair a meeting. Even though people have different levels of leadership skills, everyone can contribute something of importance. Everyone has a point of view that is valuable. Everyone has talents to share. Any excuse will do: A few extra tips Commitment grows steadily but often slowly. Appreciate whatever level of commitment a person can make. Some people will have more time, more interest in the your goals and mission, and a greater understanding of the value of commitment than others. You can always invite and encourage people to do more. If they do, great. People need to feel that their contribution matters, even if it is small. If they feel that they are a disappointment to the leader, they may not stick around. People are often yearning for meaning in their lives. When you ask people to commit to an effort, cause, or organization, you are offering them something of high value. In Summary In the words of John Gardner, "Commitment requires hard work in the heat of the day; it requires faithful exertion in behalf of chosen purposes and the enhancement of chosen values.

Chapter 2 : Commitment to Action: Moving from delivering aid to ending need | Press centre | UNICEF

A Commitment to Action “the defining feature of CGI” is a plan for addressing a significant global challenge. Commitments can be small or large and financial or nonmonetary in nature. Many commitments are the result of cross-sector partnerships, with CGI members combining efforts to expand their.

Not what one had the intention of doing. You must begin to make the behavioral choice and commitment to making your values manifest through your actions. Committed action means engaging in large patterns of effective action that are driven and guided by core values. In order for committed action to be effective, you must be willing to be flexible as circumstances shift and change. Flexibility allows you to adapt to the inevitable changes of life, while still being driven by your underlying values beneath the surface. No matter how many times your behaviors fall short, you can always take the time to reassess your actions and get them back in line with your values. Knowing your true values, you can begin to set realistic goals based on those values. For example, if you value doing well in school, a concrete goal would be to study for three hours each day. Goals come and go as circumstances change and evolve, whereas values are a constant driving and motivating force for behaviors. Committed Action Harris explains that there are 4 steps to committed action: The larger goal of translating values into committed action is to live a purposeful, intentional life that is guided by your deepest heartfelt values. When your life feels out of balance or without direction, it is quite possible that those feelings are the result of being out of touch with your values or not behaving in accordance with your values. Once you bring into conscious awareness that which is most valued and treasured in your heart, you can begin to take steps towards translating those values into committed action. The area of my life that I choose to work on is choose one or two: The underlying values of my goals in these domains are â€ Specific: Be specific about what actions you are committed to taking. Recognize what is involved in taking effective action. If you feel that your goal lacks a sense of deep meaning or purpose, reflect on whether or not that goal is truly in the service of your values. Ask yourself if your goal is going to be moving you in a direction that you believe is likely to enhance or improve your quality of life. Reflect on whether or not your chosen goal is moving you closer to or further away from your truest purpose in life. Will you be better in some meaningful way as a result of reaching this goal? Goals that are not realistically achievable are only setting you up for failure, disappointment, or inaction. Use your wisdom to ascertain the difference between the two. Be honest with yourself about what goals will push you outside of your comfort zone and help you grow, while still being within reach. Get even more specific about your goal by setting a time and date by which you plan to accomplish it. If that is not possible or is unrealistic in some way, set a general time frame and make a commitment to yourself to stick by it. My values-based goals are â€ Immediate goal: Begin with something small and simple that you can easily accomplish within the next 24 hours. List some things you can do in the service of your values-based goal within the next few days and weeks. Reflect on specific actions you can take to move towards your values-based goal within the next few weeks and months. Make a plan of what actions will move you closer to your values-based goal over the next few months and years. Beginning to live in accordance with your true values takes the willingness to engage in committed action. The best of intentions mean very little without behaviors to back them up. Armed with the awareness of some of your most deeply cherished values, begin to move forward towards living a values-based life. The next steps involve creating concrete goals that are in line with your values, making a specific short-term and long-term plan of action for how to reach those goals, and finally â€ doing it. New Harbinger Publications, Inc. I received my M. Some of my academic interests include: I hope you will come and visit. When I was surfing around for a recommendation to use in my post I was delighted to come across mindfulnessmuse. Looking forward to keeping in touch.

Chapter 3 : Commitment to Action: Transcending humanitarian-development divides | Agenda for Humanity

INTRODUCTION. This Commitment to Action is entered into by the United States Department of Health and Human

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Services ("HHS") Office for Civil Rights ("OCR"), and the HHS Centers for Medicare & Medicaid Services ("CMS").

Chapter 4 : Commitment to Action: Million Women

Evangelism: A Commitment to Action. Being around new Christians is always a refreshing joy. Despite the fact that they may have recently come from a very tangled and complicated past it is a new epoch for them.

Chapter 5 : CGI Latin America | Clinton Global Initiative

This commitment for action is a bold new way of working for the development and humanitarian communities to work to deliver results to the most vulnerable people together".

Chapter 6 : Open Educational Resources: From Commitment to Action

The Massage Envy Safety Advisory Council. Putting Our Commitment to Safety Into Action August 27, "Massage Envy is committed to providing a safe environment for our members, guests and service providers," said Joseph C. Magnacca, CEO of Massage Envy.

Chapter 7 : How to Translate Values Into Committed Action - Mindfulness Muse

And today, we are very proud to have the Million Women program selected as a Commitment to Action by the Clinton Global Initiative (CGI). @scale: financially empowering women through smartphones is a Clinton Global Initiative (CGI) Commitment to Action.*

Chapter 8 : Simon Peter: Commitment to Action – Zoe Ministries Church

A Commitment to Action: Advancing Integrated Water Management in California 5 A CALL FOR COOPERATION AND ALIGNMENT As a community of water leaders and resource managers, we can find innovative.

Chapter 9 : Action Steps: Ensuring Commitment | Coach22

With the Sustainable Development Goals (SDGs), global development has entered a new stage. This unprecedented consensus sets out a critical role for the World Bank Group (WBG) to reinforce its leadership in support of the SDGs and the Agenda.