

## **ORGANIZATIONAL DIAGNOSIS: The key to the making of a good plan.**

Two (2) Methods

### **Environmental Analysis**

Trade union environment (Complex system of interacting forces)

5 subsystems

1. The union itself;
2. The trade union movement;
3. The business industry to which the union belong;
4. The Labor Relation System;
5. The larger social system. (political, economic, social, technologies and geographical factors)

Steps in doing Environmental Analysis

1. Data Gathering
  - i.e. Major newspapers and magazine;
  - Government reports and publications;
  - Business publications;
  - Trade union publications;
  - Publications of political organization; and
  - Research and clipping service organizations.
2. Organized the data
  - Societal level
  - Labor relation system level
  - Industry level
  - Trade union level
3. Make preliminary analysis of the data. (look for general trends or conditions)
4. Group the trends into threats and opportunities.
5. Assess the strength/magnitude of the opportunities and the treats.

### **Institutional Analysis**

Steps involve in doing IA.

1. Gather data about the operation of the organization.
  - Annual report
  - Membership data
  - Financial projections
  - Interview key leaders
2. Organized the data
  - a. Organizational role and profile;
  - b. Constituency;
  - c. Programs and services;
  - d. Resources and capabilities;
    - Staff morale and competence level;
    - Facilities and equipment; and
    - Finance.
  - e. Management system
    - organizational structure
    - management style
    - planning system and procedure
    - performance monitoring evaluation
  - f. External linkages
3. Analyzed the data

4. Group the trends or conditions into strengths and weaknesses.
5. Force-field analysis