



# NGO Management

Dr. Asif Naveed Ranjha

# HOW TO BUILD A GOOD SMALL NGO

Dr. Asif Naveed Ranjha



# Three Important Things

- The first is passion
- The second is a group of people who share this passion, and the vision to match
- The third is a good relationship with the people you want to help – the beneficiaries.

Dr. Asif Naveed Ranjha



# Most Common two ways to Start NGOs

## The Classic Bottom-up Beginning

- a group that has no voice but needs to find one. A few people in this group – perhaps the parents of children with disabilities – start to meet, decide to organize themselves in order to get more resources for their children and for their family.

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# Most Common two ways to Start NGOs

## Top-down Beginning

- a group of people with education or status decide to adopt a cause, decide that they will help, for example, older people with cancer or village groups who are planting trees.

# Difference Between Two Groups

- Original beneficiaries of Bottom-up Group are themselves or their families (Ensures well treatment).
- With the second group there is an “Us”, the people who are doing good, and the “Them”, the people being done good to. Whether this second group of NGOs will build well depends on whether they move the beneficiaries from outside to inside, making them part of the “Us”.

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# Difference Between Two Groups

- This has to happen very quickly, otherwise the central relationship sets hard and can be poisonous.

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# Period of Informality

- Group members at initial stages treat each other more or less as equals
- Everyone does everything, from sweeping the floor to deciding on policy
- This is the period that you may remember later as the best time





# Changes With Passage of Time

- Very quickly, though the number of people gets bigger, jobs start to require specialization. Outside organizations push you towards a proper office, a computer, towards legal registration, the creation of a board. Everyone starts to get a salary.

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# Main Actors

- The workers; the beneficiaries; the board; and the individual or small group who keeps it all going
- These last may be workers or the boss, may be a board member who was previously a beneficiary
- One of big tasks of Board or Boss is to make all the workers feel that they belong in the NGO and that the NGO belongs to them



# Why a Board?

- A Board becomes important when the workers start to be paid
- A Board should have members who truly represent the beneficiaries and who listen to the workers
- Make policy away from the people doing the daily tasks
- Have no personal interest except the good of the beneficiaries

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# The Factors Helpful in building an NGO of Good Quality

- Clarity about goals, values and ethos; about the field; approach whether advocacy or implementation and name profile
- Good relationship with beneficiary group (Respect on both sides)
- Adopt a single objective, because then it is easier to achieve it

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# The Factors Helpful in building an NGO of Good Quality

- Strong civil society (This means that there are enough NGOs and Associations to form a mass big enough to be listened to)
- Building up professional capacity and build partnerships with other groups
- Formula to be followed

**CAPACITY-BUILDING + PARTNERSHIP-BUILDING = POWER**

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# The Factors Helpful in building an NGO of Good Quality

- building structures and ways of acting which are transparent, accountable and democratic
- Clear and sensible policy on gender

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