

WASHA YA MAFUNDINSHO YA UONGOZI COMMON GROUND

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Pangea Giving for Global Change

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foNINI HUSAIDIA SHIRIKA KUFAULU

1. MADHUMUNI, MAONO, MISINGI NA LENGU

- Madhumuni - Huangasia kusudi la shirika
- Maono- Huelesa sura tarajiwa la shirika
- Misingi - Huangasia jinsi wanachama wa shirika wanataka kufanya kasi kwa pamoja
- Lengu – yale ambayo shirika linataka kutimisa kwa muda fulani.

2. UONGOZI MWEMA

- Sifa za kibinafuzi – Ukweli na waaminifu
- Welekefu – huwa na madumuni ,malengo na msingi wa shirika anapofanya uamusi
- Kuweka malengo- husaidia shirika kufaulu
- Kuwatambua waliofanya vyema – kupongesa watu binafisi kwa shirika yalio fanya vyema
- Wanamvuto wa kufanya bora- kila mara hutafuta mbinu ya kufanya bora
- Mawasiliano mazuri- kushiriki mawasiliano kwa njia ya heshima na kwa njia ya uwazi baina ya wanachama wa shirika.
- Kusuluisha tofauti- huwasaidia watu kupatana
- Kuimiza ushirikiano – kusikiliza mawaso yaw engine na kuwashirikisha watu katika maamuzi yanayo wakuza.

3. HATUA WAZI

- Kupanga na kuongoza mikutano – Je ni vipi tunapanga na kuendesha mikutano ili kazi ikamilike
- Kufanya maamuzi – Je ni njia zipi za kufanya maamuzi kwa vikundi vidogo na vikubwa.
- Kusuluhisha utata – Je ni vipi tunasuluhisha utata ili uamuzi uwe mzuri na kudumisha uhusino
- Kufuatilia kiwango cha kufaulu – tunajuache iwapo shirika linafikia malengo yake? Niwapi tunaitaji kuporesha.

WHAT MAKES A COOPERATIVE SUCCESSFUL?

1. MISSION, VISION, VALUES AND GOALS

- Mission - Reflects the co-op's purpose
- Vision – Describes what you see the co-op doing in the future.
- Values - Reflects how the co-op members' want to work together
- Goals - Describe what you want to accomplish during a specific period of time.

2. STRONG LEADERSHIP

- Personal Credibility – Honest and trustworthy
- Focused – Keeps the co-op's mission, vision, values in mind when making decisions
- Sets Goals – Helps the co-op aim for success
- Recognizes Success – Acknowledges the achievements of individuals and the co-op
- Motivated to Improve – Always looks for how to do things better
- Clearly Communicates – Shares information with co-op members in an open and respectful way.
- Resolves Disagreements – Helps people come to agreement
- Encourages Participation – Seeks out, and listens to, the ideas and concerns of others; involves people in decisions that affect them

3. CLEAR PROCEDURES

- Planning and Leading Meetings - How do we plan and conduct our meetings so that work is accomplished?
- Making Decisions - What is our process for making decisions in small and large groups?
- Resolving Conflict - How do we resolve disagreements such that the decision is good and relationships are maintained?
- Evaluating Success - How do we know if the co-op is achieving its goals? Where do we need to make improvements?

NINI HUSAIDIA SHIRIKA KUFAULU

4. UHUZIANO MWEMA

- Wanachama wa shirika ni shariti wawe na uhusiano dhabiti ili wafaulu.
- Shirika watafanya kazi kwa sababu kila mwanachama anamchukulia mwenzake kwa heshima na uaminifu.

5. MAJUKUMU WAZI NA UANDILIFU

- Wanachama wote wa shirika ni lazima wafanye kazi yao ili shirika liweze kufanya kazi.

6. HUDUMA KWA WATEJA

- Ni shariti wateja wako wafurahie huduma na bei ya bidhaa na vyakula vyako na vinginevyo
- Ni sharti kuwasilisha vitu ambavyo wateja wako wanataka kununua.



WHAT MAKES A COOPERATIVE SUCCESSFUL?

4. POSITIVE RELATIONSHIPS

- Co-op members must have strong relationships to be successful.
- Cooperatives work because members treat each other with mutual respect and trust.

5. CLEAR ROLES AND RESPONSIBILITIES

- All co-op members must understand and do their part to make the co-op work

6. CUSTOMER SERVICE

- Your customers must be happy with the quality and price of your food and crafts
- You must offer things your customers want to buy

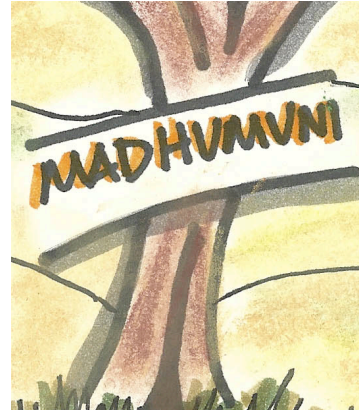


MADHUMUNI WAZI, MAONO, MISINGI NA MALENGO

Madhumuni ,maono,misingi, dio msingi wa biashara na shughuli za kila siku katika shirika.

Madhumni ya angazia makusudi ya kundi kwa kujibu maswali matatu

1. Tunafanya nini?
2. Tunafanyia akina nani
3. Kwa nini



Mathumuni:

“Mathumuni ya Shirika La akina ni kuporesha maisha kwa kuungani pamoja kiuchumi kwa akina mama and kuhimarisha uwezo wa kibiasha kwa faida yao wote.”

Maono ni maneno yanayoeleza kuhusu tumaini ya chama hapo baadaye. Ni nini ndoto yenu kuhusu shirika? Litatimiza nini?

Maono:

“Ni kuwa shirika linalolenga wateja wanaojitolea kwa mahitaji ya akina mama.”



Clear Mission, Vision, Values, and Goals

The mission, vision and values serve as a foundation for the Coop's strategic business plan as well as the day-to-day work of the organization.

The mission reflects a group's purpose by answering three questions: (1) What do we do? (2) For whom do we do it? (3) Why?

Common Ground Women's Co-op Mission Statement:

"The mission of the Women's Cooperative Center (WCC) is to enhance the quality of life by joining forces and initiating economic cooperation among women, strengthening their position in the market for mutual benefit."

The vision is a statement about the desired future for the Co-op. What is your dream for this Co-op? What will it accomplish?

Common Ground Women's Co-op Vision Statement:

"The vision of the Women's Cooperative Center is to be a customer-oriented co-operative enterprise committed to the needs of women."

Msingi huangazia kujitolea kwa wanachama wa shirika kutenda kazi kila mmoja na mwezake pamoja na wateja.

Mifano mingine ya misingi kutoka kwa mashirika mengine.

1. Usawa baina ya wanachama- kila mwanachama ana usemi sawa.
2. Umoja – wana chama wanasimama pamoja kutetea shirika na kila mmoja.
3. Majukumu ya kijami – shirika hutenda kazi kwa faida ya Jamii.
4. Kuwajali wengine- wanachama wa shirika wanajijali wenyewe na pia wateja wao.
5. Uaminifu – wanachama hawapaswi kudanganya kusema uongo bila kutoka kwao wenyewe au kwa wateja wao.
6. Usawa- wanachama hawapaswi kunyanyasa wenzao.
7. Kushirikiana – wanachama wafanye kazi kwa pamoja kwa faida ya shirika na kila mmoja wao.

(wadhani nini msingi wa “Common Ground”)

SHIRIKA LA AKINA MAMA

1. _____
2. _____
3. _____
4. _____



The values reflect the Co-op members' commitment for how you want to work with each other as well as your customers.

Some examples of values from other co-ops:

1. Equality of members – each member has an equal voice
2. Solidarity – members stand together in support of the Co-op and each other
3. Social Responsibility – the Co-op acts in the interests of the community
4. Caring for others – Co-op members care for each other and their customers
5. Honesty – Co-op members do not lie, cheat, or steal from each other or their customers
6. Fairness – Co-op members do not take unfair advantage of one another
7. Cooperation – Co-op members work together for the good of the co-op and each other.

What do you think should be the values of the Common Ground Women's Co-op?

1. _____
2. _____
3. _____
4. _____

Malengo:

Malengo hueleza yale ambayo viongozi wa chama na wanachama wanataka kuwafikia kwa muda Fulani.

MUDA – MREFU

- Ni nini mnataka kutimiza baada ya misimu mitatu ya mvua?
 - Kwa mfano :- kupanua shirika ili kushirikisha huduma wa kupeana chakula.

MUDA – MFUPI

- Wataka kutimiza nini kabla ya msimu ujao wa mvua au miezi sita kuanzia sasa.
 - Kuwa mwenye lengo mmoja ,lenye matokeo (sio wa kutenda tu)
 - Kwa mfano tuna lengo la shirika la uuzaji wa ____ KSH kabla ya tarehee telathini na moja mwezi wa kumi na mbili elfu mbili na kumi

