

PRINCIPLES OF FORMATION OF AN ORGANISATION.

An organisation is a group of people working together for a particular goal.

What makes a group of people decide to form an organisation? An organisation answers to a particular need so that even before you start forming your organisation you first have to discover what problems there are and whether these are common felt problems. This need or the satisfaction of this need becomes your goal. You want to form an organisation because you want to satisfy this common felt need. The need for the formation of an organisation is often set out in the preamble to the constitution of an organisation. Examples of these are the NAYO and SASO constitutions. The preamble to the NAYO constitution is as follows:

"We, the Black Youth of this country, having scrutinized, assessed, and defined the goals, aspirations, needs and obligations of the Black Youth in the struggle for liberation in this country,.....; and further noting the need, relevance, importance and effectiveness of a Black Youth Organisation in the realisation of our needs, declare....."

To form this organisation you are going to need people with whom you are going to work. Having formed yourselves into a group you can now draw your aims and objects. You break down your goal into concretized steps. In your aims you work step by step what you want to achieve. The goal may never be reached in an organisation but the breaking down of the goal into smaller units brings you closer to the realisation of your goal in that they may be easier to achieve and may be achievable in a shorter span of time. The individual aims form part of a means towards an end continuum, a chain leading to your broader goal.

After forming yourselves into a group and having declared yourselves to form an organisation to struggle for the satisfaction of this need and having drawn your aims and objects, you can now define your membership. You must define who is going to operate in this body, i.e. you define who is going to participate in the activities and in the actualisation of the aims and objects of the organisation.

The structure of the organisation must be defined. It must be established what the highest policymaking body of the organisation is going to be and what other committees and sub-committees the organisation is going to have together with the definition of powers and duties of members of the executive committee. All matters relating to the structure, who is going to steer the organisation and how it is to be administered must be clearly established.

When you have done all this you must have a definite programme for the organisation. The aim of this programme is to keep the members involved in activities that manifest the aims of the organisation. The other aim of programming is to actualise the expressed aims of the organisation and to keep the members of the organisation unified in a common set of activities. In programme planning the organisation has to identify the problems and determine common objectives, formulate the procedures by which the goals can be achieved, evaluate the failures and achievements and to proceed to solution of other problems.

In programme planning evaluation must go on continuously. In actualising the aims the organisation is likely to meet some stumbling blocks that contribute towards the failure of the programmes, so that now and again the organisation has to redirect programme planning and formulate strategies of operation. In formulating strategies the organisation, after looking at its position, must define how the programmes of the organisation are to be carried out. This is a necessity because no organisation can survive without formulating strategies of operation.

The attitude to be adopted by an organisation is affected by whether the organisation is membership oriented or not. An organisation that is interested in membership would have to take into consideration how it approaches people. For instance if it is an organisation selling an ideology it would be in the interest of the organisation to consider seriously how its members communicate with the public. It may, for instance decide to collaborate, conscientise or confront depending on whether the other party agrees, or is apathetic or disagrees.

Brothers and Sisters, these are some of the points to be considered in forming an organisation. I wish SASM a successful inauguration.