



BENEFICIARY INVOLVEMENT

ORGANISATIONAL DEVELOPMENT
INSTRUMENTS

QUESTIONS FOR INTERVIEWS/ FOCUS GROUPS

Add more/ less based on your personal knowledge of the community/ young people

■ *What is happening in your community that shouldn't be happening?*

■ *For how long has this been a problem/ issue?*

■ *Where does it occur?*

■ *What would indicate to you that the problem is solved?*

■ *What would you do to solve it?*

■ *How do you feel about your future? How do you see, hear, smell it?*

■ *What is the most positive version that you can think related to how your future looks like?*

■ *What knowledge, skills, or behaviours do you need to get/ have in order to get to this positive future? What are you willing to do to get them?*

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INVOLVEMENT IN THE ORGANISATION

Please think in which area of the organisation are the young people/ beneficiaries directly involved and write in the template below what they actually do on each project/ programme and each area?

Project/ programme (name)	Strategic/ management	Logistic/ administrative	Accounting/ financial	Departments/ activities

Based on the previous exercise, where do you consider important to involve more the young beneficiaries and how do you think it will be in yours and their benefit?

Ideas to involve more young people with fewer opportunities into the daily life of the organisation – please continue the brainstorming, also asking the beneficiaries themselves:

Ideas from members/ staff/ volunteers of the organisation:

Ideas from beneficiaries: