



TANGANYIKA CHRISTIAN REFUGEE SERVICE

TCRS CONDUCTS SENIOR MANAGEMENT STRATEGIZING WORKSHOP

Planning for achievement of institutional goals is very important in any entity. During the third quarter of the year, the Core Management of the Tanganyika Christian Refugee Service designed an educational program for training its members of the Senior Management Team. From 29th to 31st August, 2016, the Head of the agency, Departmental Coordinators, Project Heads and other Head Office staffs met at the Livingstone Beach Resort in Bagamoyo in the country's Coast region to conduct a strategic intensive discussion and activity on diverse issues facing the organisation. The aim of this workshop was to look on ways that could improve performance of the organisation.

Following this plan, TCRS engaged professional consultants who walked the Management Team through different institutional tools like the Organisation Strategic Plan 2014-2020, the Resource Mobilisation Strategy, Financial and Procurement Manuals and the Community Empowerment Project Curriculum. Other workshop themes were on the Organisation Rules and Regulations, Reporting, Project Monitoring and Evaluation and Overview on forced migrations in the Great Lakes and Horn of Africa Regions were facilitated by TCRS internal staff.



Group Photo: TCRS Senior Management Team meet at the Livingstone Beach Resort in Bagamoyo for a three-day strategizing workshop.

On all of the organisation tools, the major aim was to review them and make them with the time. This was re-examination of the 2012-2015 Resource Mobilisation Strategy, the 2014-2020 Country Strategy, the CEP Curriculum and the Procurement and Financial Manuals. This involved the lessons learnt, related challenges, what TCRS should continue doing as contained in the strategies, the emerging issues and what adjustments to be made.

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On his opening remarks, the Director and Chief Executive Officer of the organisation, Mr. Shangweli Emmanuel reiterated the fact that every participant is a change agent of the organisation irrespective of one's' position and location, underscored the need of moving forward as a winning TEAM. Furthermore, the Director emphasised on the importance of the presence of each participant and the need to take record of ongoing workshop issues for future practical reference during implementation of organisation activities. He challenged participants to strategically think of a TCRS 52 years ahead after the past 52 years of the life of TCRS.

As a believer in Appreciative Inquiry, the Director lastly gave a diagrammatic overview presentation of the Program Appreciative Inquiry Model for organisational development, incorporating the strategic approach to Discover, Dream, Design and Deliver. He further explained the shift of community development approach from focusing on Problems Tree to focusing on what worked well (the life giving forces of a community), and build on those to ensure sustainability.

After three days, all participants agreed that the workshop was very valid and timely and agreed to have such workshops at least once per year to discuss issues of mutual concern and sharpen the saws.