**Case Study Memorandum No. 1**

Student’s Name

Institutional Affiliation

Course

Instructor’s Name

Date

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DATE: March 6, 2020

FROM: (Student’s Name)

TO: Professor Diaz

RE: Health Participation Memo

**I. What is the value of an organization creating community capacity that they do not directly deploy? Is there any danger to an organization’s program in having that capacity be external to the organization’s formal structure?**

Development of community capacity is a noteworthy issue confronting numerous not-for-profit associations, particularly those progressing in the direction of social change. Building capacity through internal or external methods is distinct parts of capacity building. That is, an association that is worried about insufficient capacity may choose to draw in community individuals inside its hierarchical structure, outside that structure, or both (Asri, 2017). This choice may rely upon any of various elements, including the inclinations of those being locked in and the accessibility of accomplice associations. The degree and nature of capacity is a massive determinant of an organization's ability to achieve its set goals.

For an association to flourish and endure, it must give close consideration to building up the human and hierarchical capacity in the more extended community. How an association develops, teaches, and inspires the more prominent community is fundamental to how well that organization can work. While an association needs staff, volunteers, and customers, it likewise requires a submitted gathering of specialists who are not generally inside its authoritative structure. Heedlessness to limit can make an association less refined and less incredible in its methodology than would some way or another be the situation. Absence of attentiveness on a capacity-building can likewise prompt a wide range of hierarchical issues that can make a program fail or even reason an association to disband. A debilitating of capacity can cause a progressively settled association decrease in its prosperity and backing. Associations can reduce themselves by negligence to such issues as administration, internal organization, money related administration, vital arranging and program arrangement, asset fascination, network inclusion, and organization improvement.

**II. How do organizations vary in the extent to which they formally train these advocates? What are the advantages and disadvantages of these more formal approaches?**

The most significant internal capacity-building challenge of everything is the limit of associations to create HR to do their work adequately. Associations thrive or decrease contingent upon their regard for this issue. Drawing in the community has two reasons. First, it engages community individuals confronting disparity by including them as dynamic operators, not simple beneficiaries of administration. Furthermore, it enables the association to grow its ability and force base by drawing on a submitted centre of constituents who profoundly comprehend the social issues handled through their very own understanding. Developing, significant associations find that there is a tremendous distinction between gifted, master community individuals, and the individuals who only perform essential obligations. To engage community individuals while improving their viability in social change work, associations intentionally construct their aptitude. A few associations utilize a conventional training or affirmation process, which can cause the individual to feel like an increasingly significant asset (Allen, Brownstein, Satsangi & Escoffery, 2016). Some are prepared exclusively—and have a particular range of abilities. Different associations pair individuals in groups. In all cases, the objective for an association ought to be to teach and illuminate network individuals both to do explicit undertakings and to facilitate a more extensive hierarchical initiative improvement plan.

The capacity of human resource provokes will, in general, differ with the development of an association. More youthful, more current, or creating associations show fewer stresses concerning who will do what, making adaptability in propelling the mission of the organization. In any case, that equivalent human asset adaptability can make brokenness and even hinder the nature of an association's administrations. Associations can also slip separated over the activities of a hierarchical pioneer or director, or authoritative vitality can gradually disseminate as leaders are thoughtfully selected. More developed organizations create rules and frameworks for the management of the human resource. This method is one through which somebody meets all requirements to complete obligations or is doled out a job overseeing other people's activities. These associations additionally can experience the benefits and limitations of this system. Their increasingly cautious frameworks may ensure an all the more organized conveyance of administrations, or a progressively predictable degree of backing. In any case, similar structures can interfere with excitement, vitality, and pioneering activities, mainly when advocacy is the objective.

**III. When is it best to try to secure new capacity around an existing controversy, and when is it best to wait until that controversy is over?**

At the point when associations are attempting to reframe issues, accomplish strategy change, adjust perspectives, and long-held convictions, they need to build up a lobbyist development in the network. If appropriately portrayed, the clearness of central vision and the subsequent vital focal point of an association are integral to its prosperity (Jones, Edwards, Bocarro, Bunds & Smith, 2018). All parts of capacity building can depend on how an association characterizes itself. Away from of mission, vision, and technique uncovers where the best human resource capacity should be created, where quality control must be worked out, where new authority must be conveyed, and how program components (and the inward use of staff and constituents) fit together. At the point when the organization’s mission, and structure are not adjusted, endeavours become lopsided and human resource capacity can be gravely conveyed.

The degree of an association's deliberateness about their mission is essential to making programs that work well for the proposed populace. It likewise makes a physical space to draw in volunteers. From this clarity, an association can make an exhaustive and rational program which attracts individuals. As it reframes financial issues to fit a provincial network, there is the acknowledgement that the requirements of the individuals it serves are associated. As opposed to figuring out what administrations it would offer from a hierarchical level, it would tune in to the necessities of people in the network and make sense of organizations and associations with address those issues. Associations can fabricate capacity by fortifying the human capacity inside and among different associations, along these lines expanding the number of individuals those accomplice associations send as primary assets. An association could decide to grow human resource capacity through accomplice associations, or individual operators inside its locale, or may choose to make the two courses of action. Another significant way associations develop their external capacity is to produce, support, broaden, and extend alliances.

**References**

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