

## **PROSHIKA Management Structure and Process**

PROSHIKA has been emphasizing participatory planning and activities since its inception. In this case, the 'value-based development management process' is followed to communicate and work directly with the beneficiaries group and PROSHIKA staffs. There is no scope to follow the traditional bureaucratic practice of business, industrial or corporate values.

PROSHIKA's management structure is very much flexible and effective. But its ways of manner, management and process techniques are participatory and friendly as well as people oriented. At the outset of planning it emphasizes the needs of the beneficiaries through surveys and then conducts formal planning workshops with managers at all levels of the field and central office. In this workshop, the annual development plan is developed in the light of the overall environmental advantage, organizational capabilities, limitations and resource availability of the organization. As a development organization, PROSHIKA focuses more on improving the living standards of the poor than on making its financial gain. PROSHIKA is very flexible and its policies are changed, modified and expanded as required keeping pace with the times. In this process, management of PROSHIKA develops the policies of all these development activities. However, the chain of democratic command, mutual respect and discipline is very effective hence; these values are practiced across the program.