

## **Spring 2015 Research Opportunity – NGO Organizational Development**

### **Measuring Organizational Development and Effectiveness (MODE) Reliability Study**

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#### **Background**

The MODE tool was developed to provide a means of objectively measuring organizational development of NGOs. The tool was implemented in studies in India and Ethiopia, investigating the linkages between changes in NGO organizational development and beneficiary health outcomes. After the conclusion of the Ethiopia Organizational Development study last year, data showed that organizations able to improve their capacity were also likely to have better health outcomes for their beneficiaries. Further research is necessary to explore the linkages between organizational development and performance in-depth. To provide the basis for future research, a study is being conducted using NGOs in the Boston area to ensure that the MODE tool is reliable for continued use.

The research team seeks a team of students interested in organizational development and contributing to the research by conducting organizational development assessments of NGOs in Boston during March and April.

#### **Scope of Work**

Late February-April:

A mandatory initial training session will be held in late February or early March (exact date TBD). After the training session, data collectors will be responsible for conducting organizational development assessments using the MODE tool at Boston-area NGOs. Each data collector will be responsible for conducting assessments of 8-10 organizations over the course of the 4-week study period. Each assessment will require approximately 5 hours. Data collectors will also be responsible for completing assessment reports to provide participating organizations with the results of the assessment and recommendations for improvement

#### **Payment**

Transportation costs for assessments will be reimbursed. Financial remuneration *may* be available, pending the acquisition of additional funding.

#### **Preferred Qualifications**

- Second semester or more advanced MPH candidate (or equivalent experience)
- Experience with, or interest in working with NGOs
- Data collection experience a plus but not essential.
- Ability to work independently
- Good interpersonal skills; confidence and tact required to interview top executives at organizations

*\*Candidates will be required to attend a 6-8 hour training session (likely on a Saturday) prior to the beginning of data collection.*

#### **To Apply**

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Please send your CV with a short statement of interest and your availability in March and April (including Spring Break) to Christine Lenihan at [clenihan@bu.edu](mailto:clenihan@bu.edu).