



TEAM BUILDING TO ENSURE POSITIVE SOCIAL CHANGES AND TO ACHIEVE EXCELLENCE IN PROFESSIONAL LIFE

Short Report of COAST Annual Staff Conference

COAST STAFF CONFERENCE



The first phase of COAST Annual Staff Conferences 2018 has just been completed successfully. On 16th February the staff conferences were organized simultaneously in Cox's Bazar, Bhola, Noakhali and Barisal region. All staff of Micro Finance program of Cox's Bazar, Bhola, Noakhali participated in the staff conference. In Barisal MF and other program staff participated jointly. The next phase of the staff conference scheduled on 23 will include all staff from other projects and programs. Following the staff conference the Annual Staff Picnic were also arranged on 17th February. Other than all the staff of the respective regions, senior staff like Director, Deputy Director, Assistant Directors were also present both in the conference and in the picnic.

COAST regularly organizes staff conference to provide awareness to all the staff for practicing human dignity among the beneficiaries and among themselves, to enhance the team building spirit among all staff, to set the behavior patterns of the staff on the basis of Universal Human Right Declaration developed by United Nation and specially to know the challenges and grievances of front line staff about management, programs and supervisors through an open secret method with the help of sheet of a paper.

COAST believes that, staff conference benefits the organization and the staff in three different ways:

- || It helps the management to learn from the frontline staff about the actual situation of the field. It also helps staff to enhance their capacities in program implementation.
- || It helps all staff to establish string network among each other.
- || It helps to share experiences among each other. These experiences help management to ensure better implementation of development activities.

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ANNUAL STAFF CONFERENCE 2018



BARISAL

The theme of this year staff conference was the Role of Team Building for ensuring positive social changes and in achieving excellence in professional life. The prescribed methodologies of the staff conferences included: Inauguration of program with notational anthem, presentation on the COAST strategies for 2018-2022, presentation and group discussion on team building,

presentation on COAST policy on Sexual harassment, presentation and group discussion on Zero Tolerance policy of COAST, open discussion and questions and answers, Collection of one sheet paper with feedback from the participants and providing feedback to the respective



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regional staff about the findings got from the frontline staff.

In all the conferences, the COAST strategic plan for 2018-2022 was discussed. Staff were asked to share their views and dream about where they would like to see COAST within that period of time. Maximum views were as follows:

- || We want to see a full Pledge COAST Bank
- || We want see COAST hospitals
- || We want to see COAST Medical College and Hospitals
- || We would like to see COAST with 200 MF branches.

COAST strategic plan also reflects these dreams. The strategic plan presentation includes major achievements and things not achieved during 2017, major focus on 2018 and plan to 2022.

COAST Frontline staff want to see a full Pledge COAST Bank and COAST Medical College and Hospitals

According to the strategic plan discussion major achievements of COAST in 2017 were: Committed and stable leaders in the wheels, area coverage in Barisal region, full automation in MF program, Income growth as per BP 2016-2017, Reduced misappropriation trends in MF, No major audit observations from donor projects, Organizational approach from stress management to system management through involving RRR (Rohingya Relief Response), Focus on gender balancing in all HR, advocacy for climate justice, tax justice, localization etc. in national and international levels, Practicing Social Performance Management (SPM) and client protection principles, Increased donor projects, Increased relation with financial institutions (specially with banks for RLF), faced HQAI/CHS Audit, debt to equity ratio 3.99 : 1.

The presentation and discussion also identified some plan that had not been achieved in 2017, such as: Introducing

software in HR, Innovation in social enterprise, Project completion report after phase out, Sufficient training for staff, Increased OD in MF program, Primary health coverage in all MF branches.

Major focus of COAST in 2018 are: Primary health care support to MF branches, Staff capacity development through class room and on the job training, Area expansion by MF programs, Software for HR, Regularly project completion reports by focal persons, Strengthening Social Performance Management (SPM) and client protection principles, A value and knowledge based and dedicated human resource, Maintaining

monitoring frequencies from Principal Office, Shifting COAST Governing system from BoT to GC&EC, Controlling overdue and keeping it at a minimum level, Strengthening social enterprises Construction of Bhola Training Center, TDC and CXB land purchase, Paperless office, Improving procurement system.

Major plan of COAST is to expand its working areas to Khulna and to run 150 branches.

