

0771

Leads good governance towards occupational justice? Reflections on the organizational change in Dutch Association of Occupational Therapists. A polyphony of stories from different perspectives.

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Introduction

November 2007, a new strategic plan was adopted by the General Assembly in the Netherlands.

The objective of the strategic plan 2008 - 2012 is to be a societal relevant profession in an ever changing society, recognizable and easily available at home, at work and at school, with a qualitative register and a strong social-economic position in a national and international network.

In 2008, the association started energetic with the intention to develop entrepreneurial programmes, partnerships, communities of practice and knowledge, within a good governance model.

Good governance has 8 major characteristics. It is participatory, consensus oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive and follows the rule of law. It assures that corruption is minimized, the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision-making. It is also responsive to the present and future needs of society. <http://www.unescap.org/pdd/prs/ProjectActivities/Ongoing/gg/governance.asp>

Objectives

A national association has several tasks. Besides this tasks the NA has to show good governance in an everlasting dialogue for managing and presenting the services.

Description/Report

Ergotherapie Nederland has the ambition to provide leadership to the profession and to be a professional organisation. Therefore the national association wants to:

- be a proficient, entrepreneurial organisation,
- keep up to date with current events, theories and developments,
- organize the service in dialogue with consumers, stakeholders and members,
- be a valuable contribution to several themes in society,
- be informative, and
- offer high standard of service.

Halfway 2009 an evaluation will take place. The main reason is to know:

1. Is the strategy trustworthy for the members and (potential) clients?
2. Are the several operational programmes according members ideas?
3. Is the national organisation operational effective?

Results/Discussion

Several stories - different readings on balancing between occupational justice, good governance and being a proficient, entrepreneurial organisation - from different perspectives, like members, employees, executive director and the board. What can we learn from these stories?

Contribution to the practice/evidence base of occupational therapy

A strategic organizational change has impact on their members and their employees. The lessons to learn are of great importance for the profession!