

Organisational reflection questions

Self-positioning in the process of decolonisation

Yielding Power

- ☐ How is my organisation perceived within the colonial legacy of development?
- ☐ Who holds decision-making power in the operations of my organisation in-country?
- ☐ Is there a power differential between locals and non-locals in the operations of my organisation in-country? If there is a power differential, how is this manifested? And what is its impact?
- ☐ How could my organisation re-design processes and systems to shift leadership and decision-making power to local staff?
- ☐ How could my organisation address the perception that 'locally led' could mean a reduction in the quality of the managerial work required by the industry?
- ☐ How does my organisation incentivise and reward acts and behaviours that enable localisation and decolonisation?
- ☐ Has my organisation explored, in a structured way, Pacific ways of thinking and working?
- ☐ Have people in my organisation engaged with the individual self-positioning reflection questions?

Wielding Power

- ☐ What are the avenues for directly and indirectly accessing power or decision-making in my organisation? Which avenues am I more comfortable with?
- ☐ Is there a power differential between locals and non-locals in the operations of my organisation in-country? If there is a power differential, how is this manifested? And what is its impact?
- ☐ How could my organisation re-design processes and systems to shift leadership and decision-making power to local staff?
- ☐ How could my organisation address the perception that 'locally led' could mean a reduction in the quality of the managerial work required by the industry?
- ☐ Does my organisation incentivise and reward Pacific Islander staff to step into leadership and engage robustly? How could my organisation do this more effectively?
- ☐ Has my organisation explored, in a structured way, Pacific ways of thinking and working?
- ☐ Have people in my organisation engaged with the individual self-positioning reflection questions?