
"Do No Harm" principle in project management



Summary

"Do No Harm" principle, using for local context in different countries can avoid negative effect from the social projects and make reachable results more concrete and viable.

Created by

Oleksandr Fomichov

Uploaded by

Oleksandr Fomichov

In the context of (background)

Due to the lack of knowledge and skills of the personnel of public authorities or NGOs to adequately meet the needs of vulnerable groups and lack of work experience in protecting the rights of victims of discrimination or marginalization, beneficiaries do not always receive the appropriate level of assistance, but sometimes also suffer damage due to incompetence workers or the negative impact of social projects on the relationship of vulnerable groups with the community. As example, acting project #FrankivskWithoutVisas where we provide 23 services for local community and where each activity (sport, non-formal trainings, art-therapy, etc.) is open for girls and boys, men and women, internally displaced people and local citizens, people with disabilities and national minorities, etc. in order to avoid any negative influence from inequality or exclusion.

Type of tool

Activity

Topics addressed

Conflict management
Project management
Social inclusion

Duration

60-90 min

Target group

Civic activists, volunteers, employees of public authorities, businesses, media, formal education, civic organizations and charities. 20 participants in gender-balanced group

Aim

To take into account points of view and needs of all stakeholders and direct and indirect beneficiaries; to provide inclusion in society and to make easier way to decision making.

Objectives

To promote understanding of the problem in the context of internal social processes; to form the competence of analysis of possible negative consequences; to facilitate the identification of disconnectors, unifiers and carriers of peacekeeping potential; to promote the formation of skills for adjusting projects taking into account the needs of all stakeholders.

Methodology

Simulation exercise with elements of cooperative learning

Materials and resources

PC with Internet connection, 6 sheets of paper A1 size, 20 markers, 10 stickers

Step by step process

1. All group need to choose one of the social problem in the latest news from local electronic medias. Divide the group into 2 teams. First team need to find solution/project to solve it and describe it step-by-step on a sheet of paper A1. Second team need to choose social roles for each participants and describe attitudes to this problem for each role of stakeholders (mayor, school teacher, ethnic minority, entrepreneur, refugee, etc.) on a sheet of paper A1 with 10 stickers. (15 min) 2. Two teams start conversation about problem solving with sharing steps of the project and attitudes of stakeholders. All the group identify 2 most dangerous potential conflicts between any 2 roles and prepare 1 sheet of paper A1 for both conflict sides in first and second case. (15 min) 3. Divide all participants into 2 new teams. Each team need to find disconnectors, unifiers and carriers of peacekeeping potential for both sides on their paper. (15 min) 4. Each team use new sheet of paper A1 for adjusting project steps taking into account the needs of 2 sides in order to reduce influence of disconnectors and increase influence of unifiers, using carriers of peacekeeping potential if needed. (15 min) 5. Each team presents the new steps of the project to another team and tries to combine their achievements with the achievements of colleagues in order to avoid negative consequences for all 4 stakeholders. (15 min) 6. Reflection and evaluation. (15 min)

Outcomes

Participants can provide social projects taking into account points of view and needs of all stakeholders and direct and indirect beneficiaries, they can make mutual decisions and involve all the stakeholders to the decision-making process.

Evaluation

You can use this tool with intersectoral initiative groups (containing NGOs, local authorities, formal education, business, media, etc.) before medium and big community projects implementation in order to increase capacity and efficiency of the projects.

Notes for further use

The training is intended to enhance the practical skills of workers involved in the implementation of projects funded by global donors or implemented in partnership with NGOs or government agencies. The training program will allow beneficiaries to familiarize themselves with the practical application of the Do No Harm principle within world heritage and make appropriate changes to their own project realization in order to improve the quality of the implementation. Taking into account the principle Do No Harm will reduce the negative impact on indirect exposure groups and prevent professional burnout of the involved workers.

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