

Our Current Team: A Prototype for Haiti Share

by Dr. Betty Jean Harmsen

President, Haiti Share, Inc.

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I just finished a book called "The E-myth Revisited." The letter "E" stands for "entrepreneurial." The myth is the false belief that people who are experts in technical details of a product or service will also be expert at running a business that sells that product.

One of the ideas that I found stimulating in this book is the idea of running a business as if you were planning to franchise it, which means the business is replicated in many cities and small towns with the individual stores being run exactly the same. This author says that by using the franchise idea, you can use people who are inexperienced to own and run the individual stores. The STRUCTURE takes the place of having to have expert people.

Now this is exactly what I think Haiti Share needs to become: many small teams in different parts of the country using the Haiti Share plan, ideas and curriculum. Therefore, we need to develop ways of doing things in our team that can be replicated. I have been discovering the need for that already.

So even though we are small now, we need to start thinking as if we were big. We need to start developing structures that can be replicated, not structures that depend on one or two people having energy to do everything. Then we can test these structures to see what works. Instead of just being a team, we will also be a prototype of a team. Here are some definitions of prototype on the Internet:

1. An original type, form, or instance serving as a basis or standard for later stages.
2. An original, full-scale, and usually working model of a new product or new version of an existing product.
3. A rudimentary working model, usually built for demonstration purposes or as part of the development process. A basic version of the system is built, tested, and then reworked as necessary until an acceptable prototype is finally achieved from which the complete system can now be developed.

Although we hope to grow, this type of organizational system would be useful even if we didn't plan to have more teams, because it gives results that are "system dependent" rather than people dependent. We need to analyse the tasks that need being done and break them down into step-by-step instructions. These tasks need to be thought out so thoroughly and articulated so clearly that it will be easy for team members who are assigned these tasks to succeed at them. Currently I am working on what roles would be needed for each local team and what roles would be needed for overall supervision of the local teams.