

Quarter One-Reflections from the Finance and Operations Department



Life as we know it is constantly changing. Human beings are constantly seeking growth. One word that encapsulates this is evolution. In order to evolve, there is a need for introspection. Introspection entails reflection, a deep dive and review of what went well as well as what didn't go so well. This with the aim of fine tuning what you seek to be a well-oiled machine comprising various component parts

With that said, the finance department did a deep dive of what has been Quarter 1. It has been a quarter filled with new beginnings, especially with the department growing from a team of 3 people to a team of 6. We welcomed 3 new members of staff in the first two months of the year who only added to the already intriguing dynamics that existed within the department. With the new members of staff came new ideas for innovation, necessary training and learning for the department as a whole. One thing is constant when a process is beginning anew, or being adjusted as was the case, and that is that mistakes and with them, memories, will be made.

Inquiry was made of each member of the team to find out what their personal reflections on the quarter have been.

Areas of improvement

Much like any growing organization, particularly when people or processes are in the teething stage, tasks and responsibilities tend to get lost in translation or may be missed altogether. In the quarter, it was observed that people weren't always aware of what their daily tasks and responsibilities were which led to a lot of disorganization as well as tasks not being completed on time. If each person had a clear understanding of what is expected of them as well as their area at the workplace, processes would run more smoothly and tasks be completed in a timelier manner.

Another area of development identified is enhancement of document tracking, to allow for tracing of transactions from their genesis to the point they are reported and recorded. This was not always the case in the files I reviewed with my assistant. Oftentimes, there were receipts or payment requests missing. A stricter process needs to be implemented and followed to prevent this occurring in the remaining quarters

There is an old adage that says that setting goals is the first step of turning the invisible into the visible. At CRZ we believe in both organizational and self-actualization. Achieving goals at a personal and group level to fulfill Maslow's hierarchy of needs. We attended a planning meeting at the start of the year during which we discussed goals for the year. As such, an effective tracking mechanism would ensure progress is maintained throughout the year. This will help us keep track of any gaps we have and to address them quickly.

Team Reflections

Keeping with the theme of evolution and introspection, we explored the views of our newer members, to better understand what their experience has been, working in a Youth-Led organization.

Working in an environment full of youths was deemed to be motivating. This was largely due to the vibrant energy that emanates from everyone. This energy can be infectious, spreading the motivation around the organization.

Furthermore, the prospects of expanding and growing together with the organization provide additional motivation and unity. This gives the notion that there are no limits to what can be achieved.

In order to thrive, one needs an optimal environment much like the cell in the body needs an optimal temperature. The CRZ work environment has been described as optimal. Allowing for motivation and support.

The Finance assistant stated that she felt at ease and looked forward to waking up and reporting to work. The environment is one that pushes you outside your comfort zone yet still handles failures positively. She further added that at CRZ you aren't afraid to make mistakes because you will be supported through the learning process.

The Administrative Assistant stated of the environment, that her experience working at a youth led organization had been exciting and lovely. She has over the quarter, learnt so much and has had more support than intimidation giving room for growth and encouragement.

Lastly, the Senior Finance Officer felt that working at Copper Rose, felt like working with family.

For the SFO,

“When you work at Copper Rose, you are working with likeminded people to achieve a common goal. It feels like a family, people you can depend on. The energy here, the drive to achieve, is infectious and highly motivating. I am looking forward to the rest of the year and growing together as a team.”

Quarter one set the tone for a year filled with growth and development, both on a personal level and as a department. The future definitely looks bright for this group of people.





(CRZ Finance and Operations Team)