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| **OSIEA STAFF MESSAGES TO THE BOARD: *EACH CELL REPRESENTS AN INDIVIDUAL’S MESSAGE*** | |
| Link up OSIEA work to the Regional strategy  Develop National strategies with regional perspectives | Keep the same spirit and way forward |
| Continue exercising flexibility | To continue to be committed to their role and provide policy direction to the organisation as we grow in the region. |
| To trust that program staff have done the due diligence before submitting dockets to the Board. | I wish that the team will continue to share the regional issues affecting the work we do. |
| Continue engagement but non-interference  Continued flexibility  Continued vigour and feedback | That the board will offer strategic leadership in an objective manner.  That the board will continue to show commitment and passion to OSIEA’s work in the region. |
| Help OSIEA to leave a legacy in the region  Be courageous and do not shy away from complex issues  Remember that the OSIEA staff are always trying their best | To continue and actively engage in OSIEA programming to realise open societies in the region. |
| To continue with their enthusiasm  To continue seeking further understanding the region and its needs in fast changing political landscape | Keep the great work you are doing/family relation at OSIEA |
| I wish they maintain the good spirit | Keep up the good work |
| Keep taking risk and doing what others can’t/won’t  Active grant portfolio management  Keep up the infectious energy | To maintain the good work |
| Continue challenging us to keep pace in our work with developments in the region  Here’s wishing for a smooth rotation where OSIEA’s values are maintained | Develop stronger regional links/threads leading to integrated programing and correlation with issues recurring in the different countries.  Be more dynamic in providing strategic direction. |
| To focus on providing policy direction to the OSIEA management. | Support OSIEA to become the best foundation in promoting human rights, democracy and good governance in the EAC |
| Challenge us to identify, reflect on, debate and support new/non-conventional forms of human rights organizing and movement. | Greater interaction between the Board and staff to appreciate each other’s roles, responsibilities and challenges.  Lobby for more funding to OSIEA in order to be able to do more good work. |
| The board is relevant, competent and credible – keep it up!  The term of office be extended to five years but no second or third term please! | “Seek to understand b4 you are understood.” I wish. |
| Keep up the good work and together we will change the region. | Think outside the box. |
| Remain dynamic to regional issues so that OSIEA still remains a learning foundation to others. | Improve on attendance  Continue enhancing the good practice in existence |
| From board member Chris Peter Maina who joined the staff meeting for a morning: | Work harder! Take care of the details!  Focus on the balance between the needs of the society and the grants! |