**Prepare a feedback report as a relevant stakeholder of ABC limited on this Report – There is no word limit and your feedback report must be based on this Report.**

**Introduction**

Community development programs and activities are initiated by different organizations to increase self-respect, reputation, corporate citizenship, and accomplish corporate and social responsibilities. It is needless to say that after the covid-19 pandemic, every organization must have understood the significance of the crisis and extended support to the community around them. The communities are the fundamental components and important stakeholders of the businesses based on which the organizations are supposed to design different programs and initiatives that would affect the community positively. The organization that has been chosen for the analysis is ABC Limited which organizes community development programs and initiatives.

**Community development activities and projects in the organization**

The Community Development Program (CDP) of the Government of Australia has been a great motivator behind the initiative adopted by the organization. The CDPs of the government promote remote employment along with community development services to individuals of remote areas, especially people from Aboriginal and Taurus Strait Islanders (National Indigenous Australians Agency, 2022). ABC Limited has received the support of the government's National Indigenous Australians Agency in addressing challenges to employment and contributing to the community through a wide range of flexible community-oriented programs and activities. It has structured and designed the programs around the unique labor and social market conditions in remote communities of Australia to increase job opportunities and break the cycle of welfare dependency. It comes up with a wide range of flexible activities to enhance the skills of the participants so that they can also contribute to the community (Ludema & Johnson, 2018). This initiative and programs have been started by the organization in 2015. The organization also focuses on the new reboot jobs program that was introduced by the Minister for indigenous Australians in the month of May of 2021. The new remote jobs program has been oriented to education and job to secure the future of people from remote locations and Indigenous Australians.

ABC Limited also gets the support of the Australian government because of its community development programs initiative and activities that go in hand in hand with the initiative and policy. For example, the youth and education programs initiated by the organization aimed at providing support to address the achievement and diversity gap in the domain of technology. Furthermore, the organization motivates its employees to work as company-paid volunteers and work with different initiatives and activities in the local community. Employees are also motivated to donate and conduct charity activities through sports where people from the communities can participate. The organization also donates to chosen non-profits focusing on inclusion and belonging, diversity, and education (Ledecky, 2021). Programs are also organized by the organization throughout the year where any employee can engage in virtual career development and mentoring to potential talents of the local community. In the organization, the programs are organized and implemented at different levels. For instance, some of the programs are organized by particular members of the organization at supportive, complementary, and managerial levels.

**Organization, communication and implementation of the activities**

The organization designs and outlines important areas of community development programs along with associated responsibilities and is circulated to the managers and heads of the departments so that they can communicate the same with the members of the teams. A list of programs is prepared to indicate the roles and responsibilities to be ensured by the chosen organization and members and the managers are given the responsibility of organizing the activities needed to accomplish the programs. Some of the members are involved in developing special teams. The managers organize a briefing session where every program and activity is discussed with the team members and allow the members to come up with their opinions and ideas. The senior management is involved in recruiting specialists who would be responsible for training the volunteers and communicating every necessary information effectively (Tanimoto, 2019).

Weekly and monthly meetings are organized with community members where the Specialists of the organization approach the community members to buy in their contributions and involvements and also to make them aware of the potential benefits of the programs to the community. In implementing the programs and activities it is very important to earn credibility and trust. With the help of interactive sessions and effective communication, the community members are interacted with by the organization members were the concerns of the community members are documented and recorded based on which proper solutions are offered. The organization also maintains strict regulations concerning the privacy and confidentiality of personal data of the community members as per the privacy-related government laws and regulations. Cultural sensitivity is an important aspect that is always maintained by the organization in dealing with minority or ethnic groups and people from different locations. Environmental justice is also taken well care of where every member of the community irrespective of their political or economic a social status is treated equally and involved in the creation implementation, and enforcement of the community development programs and activities (Bucăţa & Rizescu, 2017). The process of implementation continues with ongoing activities and assessments. Opinions and feedback from community members are duly obtained by the volunteers to understand the progression of the programs. The final results are communicated and follow the activities are also considered. Documentation also takes media support where local newspapers television and radio stations and social media play important roles as communication resources. It helps in the cost-effective distribution and communication of important information which in turn supports the process of implementation (Collyer, 2016).

**Objectives and Barriers to meet the objectives**

The community development programs as adopted by ABC Limited are focused on the programs that can address community needs. The organization focuses on a special corporate social responsibility program that unlocks the potential of culture, products, employees, and other stakeholders of the business with the aim of creating sustainable and long-term environmental and social impacts that can have positive impacts on the planet and people. The projects and activities are implemented to increase job opportunities and break the cycle of welfare dependency.

Community development programs and activities can face challenges and can be highly expensive and time-consuming. There can be potential barriers to meeting the objectives of the community development activities and projects. Lack of proper communication between the team members and team leaders can lead to infrequent actions and ineffective implementation of the projects. The participation of the community members can also be hindered by a number of constraints of which issues with transportation, lack of advanced information, lack of interpreters, and lack of accessibility for disabled individuals can be common barriers.

**Conclusion**

The organization focuses on two important aspects such as youth programs and critical human needs and education. The organization has rolled out sustainability initiative and programs at both individual and corporate level that has allowed it to leave a lasting impact on the entire environment. The community development programs also include employment opportunities and job creation.

**References**

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