



## **ADDITIONAL TECHNICAL REPORT**

### **WORKSHOP ON ORGANIZATIONAL BEHAVIOR, ETHICS AND COMMUNICATION**

#### **OUTPUT 1.4**

#### **“COMMUNITY FOREST MANAGEMENT: A SUSTAINABLE ALTERNATIVE FOR THE MAUES STATE FOREST, AMAZONAS STATE”**

**PD 454/07 REV. 3 (F)**

**INTERNATIONAL TROPICAL TIMBER ORGANIZATION (ITTO)**

**GOVERNMENT OF BRAZIL**

**AMAZONIAN INSTITUTE OF RESEARCH AND DEVELOPMENT (IPDA)**

Starting date: June de 2012

Duration: 36 Months

ITTO: \$ 513,527.00

IPDA: \$ 136,805.00

Total Amount: \$ 650,322.00

Manaus - AM

06/29/2015



## TECHNICAL PROJECT TEAM

### Permanent Personnel of Project, Financed by ITTO

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### Project Personnel, partner - IPDA

Job Description	Name
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Administrative Coordinator	Daniele Rodrigues da Silva

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## Summary

The Workshop on Ethics, Communication and Organizational Behavior was held on 20 and 21 of September 2014, at the headquarters of the Union of Workers and Rural Workers of Maués - STTRM, City and Municipality of Maués and had the presence of residents and community of the Maués State Forest.

The objectives of the workshop were to empower, mobilize and sensitize the beneficiaries of the "Community Forest Management Project in Maués State Forest", enabling the transfer of knowledge that can generate personal benefits as satisfaction of needs and principles of Organizational Behavior and Communication Ethics.

Also aimed to relate the principles that apply to non-governmental institutions, such as associations and cooperatives, based on moral principles that provide associates / cooperative relationship conditions on organizational concrete pillars of ethics.

Finally, it also includes the objective to improve the relationship of business development groups and prepare them for better organization of the forest sector.



## 1. Introduction

The Amazonian Institute of Research and Development - IPDA, in partnership with ITTO, ABC / MRE, Government of the State of Amazonas, local and community social organizations in Maués State Forest runs the Community Forest Management Project: a sustainable alternative for the Maués State Forest.

Among the various activities proposed by the project, one of them is to hold workshops. Thus, it was noted that a workshop is a means of communication and understanding of individual behavior, groups and communities that are part of the study of Organizational Behavior.

This way it is possible to know the leaders of the group process structures, learning, perception, attitude, processes change, conflict and work design, and other issues affecting individuals and teams of organizations. Social organizations has a management model that requires the group cohesion and consensus in decision-making and how to manage people, with clear targets and goals.

Communication is an essential tool for organizations with regard to obtaining excellent results as: increased productivity and financial gain. But when there are gaps or barriers in the internal and external communication, it generates various disorders that can lead the organization into disrepute, or even to failure.

For the IPDA, Executing Agency of the Project is of fundamental importance that these formative events bring reflections necessary for the proper management of this project.

## 2. Methodology Applied

The literature on associations, cooperatives, ethics and organizational behavior, uses the method of research in theoretical references on the issues, seeking to contextualize the relationship between ethics and organizational behavior as fostering the development of associations and cooperatives in the market.

Audiovisual resources, presentation and discussion of the topic were used, discussion of the topic and questions from participants on the topic were clarified.

The field of organizational behavior, fortified with studies and surveys, gives these residents a set of tools not only effective for achieving results in organizations, but also for development and job satisfaction for people.



### 3. Presentation of Data

Data presented at the Workshop was the result of research on the current state of relations between the communities, aiming to provide increased value to individual self-esteem, personality and emotions among individuals.

Working groups had a hand-on application, with direct interaction between the community on the existing communication methods available.

With regard to behavior and ethical values, a presentation was held on the principles of ethics and conflicts, concept, what are the conflicts and how to solve them.

Theories have been presented about the importance of communication and transparency.

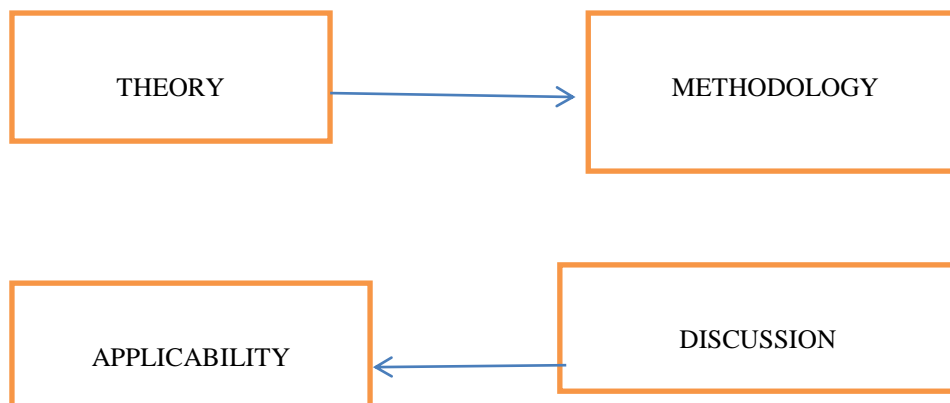


Figure 1 – Diagrama simplificado da apresentação dos dados

This event was fundamental for project participants to have theoretical knowledge associated with the traditional knowledge of communities, enabling reflections necessary for a smooth operation and functioning of the upcoming stages of the project.

#### 4. Analysis, Data Interpretation and Results

The organizational behavior refers to actions and attitudes of people in organizations and seeks to explain the causes of certain behavior performed. It was role-played the behavior at a given potential scenario, enabling the anticipation of difficulties and control the behavior of organizations and associations.

It highlighted the key ethical values appreciated by the labor market presenting ethics as a differential, mainly targeting combat unethical behavior in the workplace.

Communication between communities provides the exchange of knowledge, dissemination of information, strategic objectives and aspects of organizational culture, creating a single language understandable to all levels and encouraging debate in an environment in which employees are free to discuss issues relevant in a truly integrated area.







## 5. Conclusion

The workshop was important for the community of the State Forest Maués, which will subsidize them in the running of the community forest managements plans consciously, with empowerment and good communication with its members, residents and especially with those operating the management plan.

Ethics is the influences principles and values on human behavior in society so that it evaluates attitudes, solve problems, seeking to use the communication between people and society.

## 6. Recommendations

Continue the process of capacity building and training, due to the importance of multidisciplinary topics discussed, aimed at giving more emphasis to the project results.

## 7. Implications of Practice

Knowledge of organizational behavior, ethics and communication is to contribute to the development of consciousness about everyday life in decision-making, encouraging the organization of the forestry sector and establishing simple and direct communication, seeking the good relationship between the people who are responsible for the administrative processes and grassroots organizations.





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Annex

ATTENDENCE LIST






**WORKSHOP SOBRE COMPORTAMENTO ORGANIZACIONAL, ÉTICA E COMUNICAÇÃO**

DATA: 20 e 21 de Setembro de 2014  
HORÁRIO: 14 às 17 horas - 09 às 12 horas  
LOCAL: Auditório do STR- Manaus

Nº.	NOME	INTUIÇÃO	COMUNIDADE
01	Frederico Rodrigues Cavalcante	ASCAPALA	Pontos Algezes
02	Alexandre Regis da Silva	ASCAPALA	São Sebastião
03	Ermaide Regis da Silva	ASPAFEMP	São Sebastião
04	Jamerson de Aguiar Michiles	ASR	São Raimundo
05	Francisco Martins Correia	ASALBA	São Raimundo
06	Iméria Trateira Araújo de Oliveira	SMU	Urupadi
07	Alvaro de Belém Sousa do Santos	STTRM	Urupadi
08	Amélia de Sousa Gomes	STTRM	Urupadi
09	Betizone Rodrigues Lima	ASPAFEMP	São João Paraua
10	Reilson Silva da Paz		

Instituto de Pesquisa e Desenvolvimento Amazônico – IPDA  
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Nº.	NOME	INTUIÇÃO	COMUNIDADE
11	AGENOR CORRÊA MOTA		S. SEBASTIÃO
12	M. Izabel Araújo de Almeida		S. Sebastião
13	Elzilene da Silva Paes		S. Sebastião
14	Elizabeth Rodrigues Cabral		Ponte São Pedro
15	Maria Josina Batista Rodrigues	STTR Manaus	
16	João de Borzari Soares de Souza		Vila São
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