

# Conditions for organizational development in Early Childhood Education and Care institutions

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# INTRODUCTION

Decentralized sector in Norway

INNOVATION AND CHANGE:

Responsibility and capability at the ECECs

Not much research has been done.

Does developmental work take place at all and what factors facilitate and condition it ?

Management Theory:

Managers as initiators

# A SECTOR ON ITS OWN

White papers:

Demand for quality improvement

The literature is advisory and normative

# Management and change

- **Figure 1. Model of analysis**

## **Independent variables**

### **COMPETENCE**

- Studies in Organisation and leadership  
Experience as director  
Experience from the ECEC field as a professional

### **PRESSURE FOR CHANGE**

Degree of competition  
Directive owner  
Directive authorities

### **ORGANASATONAL RESOURCES**

- Size  
Support from owner  
Owner (private or public)

## **Dependent variables**

### **CHANGERELATED BEHAVIOUR**

Initiative  
Tasks

# RESULTS

A lot is going on.

The directors take many initiatives

Pedagogical content

Organisational structure

External profile

Extensive projects

SIZE

Professional experience

Competition

National guidelines