

Room 4: Capacity

Where are we (the sector) are now on this dimension? 1 =lowest, 5 = highest.

Place sticky note between 1-5 based on the group feedback



What needs to change?

- Scribe- add sticky notes with highlights/key points from group discussion
- Every organisation is different
- Allocation of core costs to partners- identify what they actually want
- Long term capacity development/longer term capacity planning
- Acceptance as peers
- Updating budget on project level as project grows- mindful of compliance and oversight but to what extent? Caught in catch 22. Everything is accountable
- Needs of capacity development dictated and not told, challenge for the middle man to strike balance (middle man=charity orgs)
- Co-production/Co-designing- establish relationships on local and governance level to continue long after project end
- Unrestricted income- opening possibilities, allowing growth beyond the 'project cycle'
- Evaluation that goes both ways
- Involve partner/partners from very beginning

What obstacles can we anticipate & how will we overcome them?

- Planning in detail difficult, long term planning outlooks- tends of look more like fighting fires
- Duration of projects- 3years may be enough/may not- larger donors could be flexible
- Compliance, time consuming and not project focused - different systems/rules with each major donors.
- Assumption that capacity development is always needed
- Capacity enabling rather than capacity building
- Missing a lot of institutional opportunities- linear management from donor to organisation to project and not equal in standard and outlooks on results
- More reflection and inflection between organisations, projects teams both personally and professionally

What would success look like?

- Trust in peer to peer level & on a organisation level
- Compliance passport/Co-ordination between orgs/countries etc for a simplified all round approach
- Changed funding modal
- INGO's are not needed anymore

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What actions need to be taken collectively (Policy / Advocacy and or practice)?

Add sticky notes with highlights/key points from the group conversation

Collectively or organisationally?
Peer to peer meetings and discussions on all three areas

Develop road plan for members of (example) Dochas to then share with members to then start doing

Inviting local actors to share their own experience, at all levels and forums

Focusing on establishing working groups, fostering relationships and advice

Greater co-ordination/advocacy opportunities with larger donors

Sharing ICR - allowing partners to use/utilise these funds to aid their capacity development

Collective sharing of experiences, honest discussions between members

Sector wide consultation meetings, globally and at every level

Create a reference group of partners

What are the areas they would like to take forward (Collectively)

Add sticky notes with highlights/key points from the group conversation

Local partners

Peer to peer

Advocacy WITH local partners

Untapped potential of other NGO's eg. Charter of Change