

## 3.3 Capacity Strengthening Reflection

PfR Country Team Planning Workshop for 2018

# Block 1

1. Refresh: The why and what of Capacity Strengthening
2. Reflection: What capacities have we strengthened in January – June 2017 and how?
3. Reflection: Which capacities would we like to prioritise for strengthening in 2018?

# 1. Refresh!



**The why and what of  
Capacity Strengthening**

In small groups brainstorm/discuss the following questions (pick a few)

1. *Why PfR is strengthening capacities?*
2. *Whose capacities PfR aims to strengthen?*
3. *Which capacities PfR is strengthening?*
4. *What is the Dialogue Capacity Framework?*
5. *How can the Dialogue Capacity Framework help us to track capacity strengthening?*  
*(extra points 😊)*

# *Why is PfR strengthening capacities?*



*We've got to be able to explain (maybe not to Obama, although if he asks you....)*

# *Whose capacities is PfR aiming to strengthen?*



*We've got to choose strategically! (Maybe don't pick this guy..)*

*Which type of capacities is PfR strengthening?*



*We've got to choose, we cannot do (eat) everything!*

# What is the Dialogue Capacity Framework?

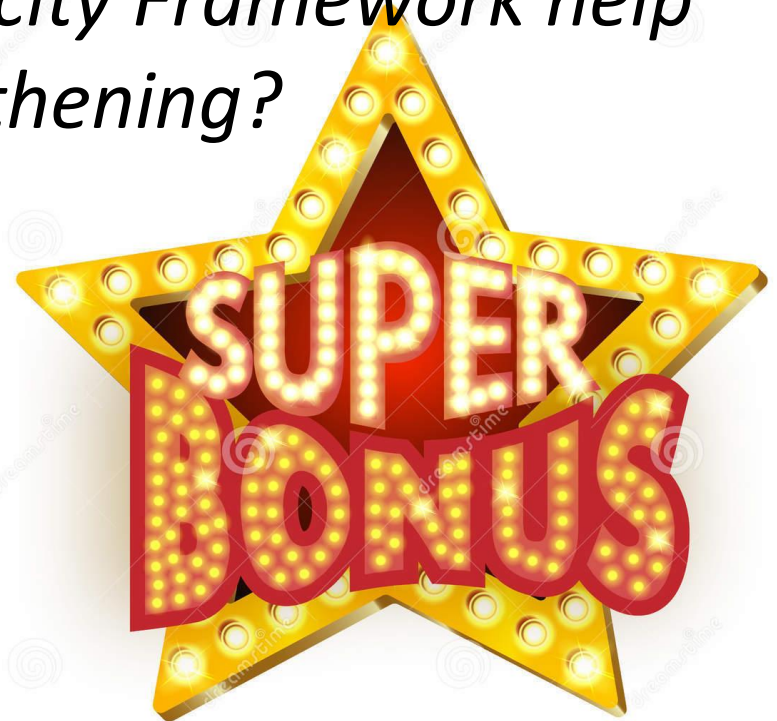
Overall DCF (at date ..., in country ....)										
			Organization							
	(Should be adapted/complemented with country level elements)	Description of element	CSO Alfa	CSO Bravo	CSO Charlie	CSO Delta	CSO Echo	CSO Foxtrot		
Enabling capacities (internal)	Resources to implement									
	Knowledge & Information									
	Learning & Adaptive Capacity									
	Leadership & decision making									
Ability to grow support base (increasing strength of advocacy coalition)	Collaboration									
	Capacity to Mobilize									
Advocacy capacity to engage with targets ( the decision makers with the authority to affect the advocacy objective) (external)	External Communication									
	Ability to relate									
	Capacity to facilitate									
	Capacity to negotiate									

Color	
	Needs serious attention
	Needs attention
	Some work to do
	Good
	Well developed



## Bonus question!

*How can the Dialogue Capacity Framework help me to track capacity strengthening?*



# Reflection: What have we done in 2017 already to strengthen capacities?

Which capacity was strengthened in Jan-June 2017?  Please refer to one of the elements of your Dialogue Capacity Framework	How was the capacity strengthened?	Which CSO(s) experienced the increase in capacity	Describe any effects of this capacity strengthening on the implementation of the PfR Country Programme as well as remaining capacity strengthening needs (narrative).
capacities, improved their skills?			
Add rows if necessary			

## 2. Reflect!

Are the elements of your DCF clear?  
Do you know the definition of each  
element?

If so, please insert them in the DCF in  
the reporting format. If not, please use  
the exercise on the next slides!

# Defining the elements of your Dialogue Capacity Framework (DCF).

The DCF: Three categories of capacities

- **Enabling capacities**
- **Ability to increase support base**
- **Advocacy capacity to engage with targets**

Exercise: 3 groups, 1 for each category

# Group 1: Enabling capacities

Resources to implement
Knowledge & Information
Learning & Adaptive Capacity
Leadership & decision making
Others?

# Group 2: Ability to increase support base

Collaboration
Capacity to Mobilize
Others?

# Group 3: Advocacy capacity to engage with targets

External Communication
Ability to relate
Capacity to Facilitate
Capacity to negotiate

Short presentations of the definitions

*(collect on a flip over)*

*Enabling capacities*

*Ability to increase support base*

*Advocacy capacity to engage*



### **3. Reflect!**

## **On what organizational capacities to strengthen, using the Dialogue Capacity Framework**

Choose Option 1 or Option 2:

Option 1. Reflect on capacities per organization in small groups, 1 small group per organization, fill out the DCF.

OR

Option 2. Reflect on eachothers capacities with a large group, by appreciating the capacities that each organization contributes most to the PfR Alliance, fill out the DCF together (see exercise on next slides)

## Option 2. Appreciate existing capacities!

Excercise:

- Each person will receive 20 green dot stickers.
- You can divide your stickers between organizations and capacities.
- Stick the stickers with capacities you think that organization has.
- You cannot give stickers to your own organization!



# Reflection questions

For capacities that you have received a lot of green dots:

- Do you feel you are indeed very good at the elements for which you got the most points?
- Do you think you are so good at this that you can contribute to the capacities of others? If so, how? (collect these on a flip over)

For the categories that you received less green dots:

- Do you think you need to improve this capacity to be able to better work on the advocacy trajectories?
- How can others help you to improve this capacity? (inside the alliance and outside) (collect these on a flip over)

Fill out the Dialogue Capacity  
Framework based on your reflections



# Capacity Strengthening Strategizing and planning

PfR Country Team Planning Workshop for 2018



# Block 2

1. Creative thinking: Possible Activities to Strengthen Capacities.
2. Capacity Strengthening Planning

# Ways to strengthen capacities

*Brainstorm: What kind of activities can be used to strengthen capacities? (collect on a flip over)*

# Some (additional) ideas

- Training;
- Training of Trainers
- Workshops;
- “Learning by Doing”
- Mentoring/coaching
- “Serious gaming” or simulation exercises;
- Pilot IRM projects;  
Technical assistance
- Technology/knowledge transfer



# Prioritising capacities to strengthen

## **Quality vs. Quantity**

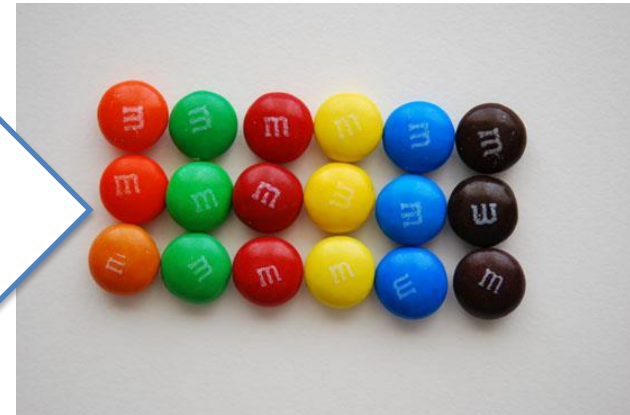
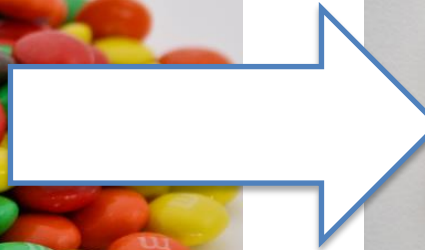


Less = More

## Let's have a look at the ideas on capacity strengthening from the Advocacy Strategy Review Session

- Which capacities should be strengthened for Partners for Resilience Alliance members to better be able to implement the advocacy trajectories? (collect on a flip over)
- Which capacities should be strengthened for CSOs beyond Partners for Resilience Alliance members to better be able to implement the advocacy trajectories? (collect on a flip over)
- What kind of activities can be implemented to strengthen these capacities? (collect on a flip over)

# Let's structure!



## Capacity Strengthening Planning

- Collect the flip overs and reflect together:
- *Which elements of the DCF would you like to develop?*
- *In the progress on the implementation of the trajectories, are there any skills you would like to develop?*
- *Which CSOs beyond the PfR Alliance partners could you involve in capacity strengthening?*
  - *Are there any areas you have very strong skills, and you could strengthen the capacities of others?*

## Capacity Strengthening Planning

DCF element (No need to put all elements, just the ones that are most important)	Activity	Why is this strategic and important for your PfR Country Programme?	What will the CSO be able to do (better) when this capacity is developed?	Would you like support from HQ to find an expert to facilitate? Yes/No – what are you looking for exactly - this will be followed up by the Capacity Strengthening Coordinator

Now....it's just a matter of  
implementation 😊 right?!



DONE

