

# Online Partner Capacity Strengthening: Inspiring Change

4 week online training course



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## Course summary

Organisational change is much harder than it looks, and catalysing genuine, positive and sustainable change with partners requires much more than a single assessment or a mechanistic process. The aim of this course is to help inspire more effective and equitable capacity strengthening and organisational development support to partner organisations, including when working remotely.

This course introduces participants to the core skills needed to support a partner through an organisational change process. It will give you an understanding of the true nature of organisations, and how to assess capacity strengthening needs. You will explore methods and tools for capacity strengthening. You will learn how power dynamics impact on organisational change processes in partnerships, and identify how to promote partner ownership. You will also have the opportunity to explore your own strengths and weaknesses as an external change agent, and identify new practical approaches to try.

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## Who is this training course suitable for?

This course is particularly relevant to programme staff with some experience in capacity strengthening and/or organisational development support work with international partners, which they would like to build on. It is also relevant to staff who are intending to engage in some form of capacity strengthening support work in the near future.

## What is the course format?

The online Inspiring Change: is a facilitated, interactive and collaborative e-learning experience. You will have access to:

- Five interactive live sessions via Zoom facilitated by our highly experienced consultant and an instructional producer, including small groups discussions and exercises. Each webinar lasts 90 minutes.
- All programme materials on the INTRAC e-learning platform, including videos and self-paced activities
- Opportunities to interact with other participants on the programme through the platform discussion forums and the live sessions
- Feedback on your individual assignment

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## What are the objectives?

By the end of the training participants will be able to:

- Explain how to assess a partner's capacity strengthening needs
- Identify how to increase partner ownership of any change process
- Recognise how power dynamics impact on the effectiveness of capacity strengthening work with partners, and what to do about this
- Identify a range of different capacity strengthening tools and approaches
- Analyse which capacity strengthening initiatives are working and well, and how to overcome common capacity strengthening challenges
- Explore participants own strengths and weaknesses as external change agents, and identify new strategies that can help them to increase their effectiveness

## Course content and structure

<b>Session 1: Assessing capacity strengthening needs</b>	<ul style="list-style-type: none"><li>• Overview of different data gathering methods for assessing capacity strengthening needs – at distance &amp; in person</li><li>• Analysing the benefits and constraints of standardised tools for organisational assessment</li><li>• Identifying effective assessment questions, and practicing observation skills</li></ul>
<b>Session 2: Ensuring partner ownership</b>	<ul style="list-style-type: none"><li>• Unpacking the importance of partner ownership</li><li>• Exploring how the partner/funder power dynamics can affect levels of partner ownership</li><li>• Assessing levels of partner ownership and engaging with leadership - at distance &amp; in person</li></ul>
<b>Session 3: Selecting appropriate capacity strengthening methods</b>	<ul style="list-style-type: none"><li>• Linking capacity building with an understanding of human change dynamics</li><li>• Overview of different capacity building methods</li><li>• Identifying most appropriate methods for different contexts</li></ul>
<b>Session 4: Supporting capacity strengthening effectively</b>	<ul style="list-style-type: none"><li>• Clarifying what you and your organisation can offer – at distance &amp; in person</li><li>• Identifying what type of capacity strengthening support is working &amp; what type of support is not having the desired impact and why &amp; how to overcome common challenges</li><li>• Linking capacity strengthening to programme strategies</li></ul>
<b>Session 5: Programme staff as change agents</b>	<ul style="list-style-type: none"><li>• Understanding the personal characteristics that enable effective capacity strengthening to take place</li><li>• Assessing your own personal strengths and weaknesses as an external change agent</li><li>• Developing strategies to improve your capacity strengthening approaches and inspire change</li></ul>

## What are the IT requirements?

You will need a laptop and ideally also a headset, as well as access to broadband internet. You will need to be able to download software (Zoom) to access the live sessions. INTRAC's e-learning platform (Moodle) is accessible via browser. If you have any doubt about these requirements, please do get in touch.

## What is the time commitment?

The course will last a total of 4 weeks. On average, we estimate participants should set aside 3-4 hours per week for this course.

## Live session calendar

Session	Date	All sessions at 1pm UK time
1	Thursday 25 June 2020	
2	Monday 29 June 2020	
3	Monday 6 July 2020	
4	Thursday 9 July 2020	
5	Thursday 16 July 2020	

## Course fee

The fee for this course is £695. Bursaries are available for small NGOs /civil society organisations. For more information, please contact the INTRAC training team.