

Organizational Development for Partners Terre des hommes Germany



Reflection: Organizational Development Facilitator's Role

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Documentation of collectively generated outputs

Instructions

Role**Purpose****Decision-making domain**

What kind of decision-making power does the person or team need to be able to fulfil this purpose?

Responsibilities

Which responsibilities need to be assumed regarding to each decision-making domain?

Rol**Propósito****Ámbito de toma de decisión**

¿Qué tipo de decisiones necesita poder tomar para cumplir con su propósito?

Responsabilidades

¿Qué responsabilidades necesitan ser asumidas en relación a cada ámbito de toma de decisiones?

Ideas for role description

Role:	Facilitator of Partners' Organizational Development Moderation Space for exchange: regular meetings, moderated by an assigned person with sufficient time resources; OD topics identified and possibly conducted by external consultants in order to avoid additional (major) tasks for Country Coordinators
Purpose	<ul style="list-style-type: none"> • Strengthening impact for children and youth • Subgoals: <ul style="list-style-type: none"> - Healthy working structures and atmosphere - Support POs to achieve their goals • To sustainably strengthen partner organisations in their organisational development to fulfill their mission • Clear responsibility to accompany and strategise existing and initiating new (and mandated) OD and capacity building processes
Decision-making domain	Major decision making at regional level; information to HQ Decision making power to chose organisations for OD: most likely within the space of exchange (regional team, definitely involving the Country Coordinator(s)) In coordination with regional team/coordination, respective partner organisations, quality management division HQ: focus and prioritise with which partners CB/OD will be conducted; which kind of CB/OD is required Decide over PO to be trained and the activity plan (timeline etc.) Select and manage human resources linked to OD Determine on the methodology and approach together with POs Decision on budget (if any) How to spend allocated budget
Responsibilities	Quality Management and M&E regarding OD and CB <ul style="list-style-type: none"> • Connect regional persons on OD/CB with quality management; • Monitoring of OD/CB processes; report to partners, regional coordination and quality management division HQ Needs assessment and co-creation processes <ul style="list-style-type: none"> • Ensure that capacity building/OD is based on partner needs, decided upon in a participatory way to strengthen civil society as a whole and is not only following tdh and donor requirements • Systematic identification of CB/OD needs in the context of institutionally funded projects (BMZ) • Capacity building and institutional sustainability of the POs • Strategic workshop and innovative ideas incubation • Steering and monitoring of the process Initiate and support processes to get the buy-in of all stakeholders involved Ensure taylormade application of OD theories for POs OD and CB Management <ul style="list-style-type: none"> • Budget management and reporting (in case there will be a separate budget)

- Allocate budget for OD of the POs for long term partnership
- It's often possible to include according budgets in BMZ projects for "strengthening civil society"
- Arrangement of processes (ToRs with consultants, Communication with consultants, steering of processes, etc.)
- Use budget efficiently and for its purpose
- Back stopping of each process

Communication

- Follow defined communication paths (RO, HQ)
- Communication with partners on OD/CB; strategic planning with POs e.g. in context of co-financed projects
- Transparent communication

Content of OD/CB

- Strengthening the POs for sustainability and taking global initiatives collectively
- Ensuring good governance practices with organization ethics and values
- Development of second line leadership in the organization structure
- Creating gender and aged balanced organizational structure with ensuring the sustainability fund through social entrepreneurship and engaging all members of the POs for lobbying and advocacy of the global issues i.e. ECR, Ending hunger, Child Participation
- Encourage and motivate the members of the POs to adopt fund and voluntarism approaches