

Organizational Development for Partners Terre des hommes Germany



Reflection 2 Experience talk

Online-Inhouse-Training, 11 – 15 October 2021
Day 1: Afternoon Session

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Documentation of collectively generated outputs

Best experience

Regarding organizational development and/or capacity building with/for partners:

Remember the best experience you had.

- What made it the best experience?
- Which (personal, social....) resources were useful?

- Most of organizations forced by youth (e.g.Nepal), register as CBO, have good intention but less resources: financial, skilled people and expertise is lacking; lack clear policies/vision, mission; high turnover among the active youth/young people.
- Good example of facilitating a process from handing over from NGO founder to younger team; positive resources: knowledge in organizational development and mediation; trust building and transparency; was great to see how younger team took over and creatively adapted the programming and brought in their own competencies
- Partners find it useful and apply what they have learnt
- Enjoy team work that contributed to the success
- Kind of partner organizations - some are very small with a small budget
- Involve partners in the TOR development for evaluation
- M&E is quite difficult and needed for partners, so partners appreciated the training; very practical exercises what they
- Being in a leveled platform, all participants sharing experiences, mixed groups (TDH and partners), sense of developing something together
- Notion that there is always something to learn for each participant
- Partner applying capacities gained in intense on-the job coaching
- Resources: trust, facilitators managed to create excitement/forthcoming attraction, technical know-how, time and money needed...
- Best experience was a 3 day intense training with staff on gender with a lot of role play and a lot of personal experiences sharing by men also
- Use of training: When partners apply learnings from trainings and are able to reflect. These partners are usually those with a strong internal learning culture. These organizations "do not grow old."
- Partnership dialogue, coaching, learning culture of the organization
- Localization: partnership with local organizations: empowering them and discussing with them
- Respectful sharing
- Turning partnerships into social movement
- Capacity-building - coaching

Most difficult experience

Regarding organizational development and/or capacity building with/for partners:
Remember the most difficult experience you had.

- What helped you to overcome this difficult experience?
- Which (personal, social....) resources were useful to cope with?

How to institutionalise/sustain the learnings in the organization

Staff turn over

- Partners are asking for the same training again
- Implement the theory practically

Making / convincing partners to develop accountability policies, for example, on child protection and complaints mechanisms.

- Work directly with youth organisation (success because of commitment)
- Open to dialogue, mutual learning
- Combination pressure, capacity building, buy-in

Child protection cases in a partner organisation, division of staff,

Working with a labour union, without the capacities, experiences and understanding of need for policies.

- That there is a policy and an agreement to refer to
- Learning culture is key
- A lot of training and capacity building, and exchanges.

Sharing from women's groups on the situation of violence against women and unable to really do anything due to some problems

- Poverty
- Difficult situations
- Women not able to speak at all
- Women forced to have many children till they have a boy

Strong founder clings to organisation (problems giving up power and responsibilities)

People in place with "power" hesitant to leave and hand over

Legal issues are often difficult; compliance and government influence

Introducing new planning tools; including field staff and/or even target groups into planning procedures and planning workshops; difficulty: translation, wording and terminology but still perceive as beneficial

To institutionalize child participation - many partners never included youth and children and supported them in advocating their own issues (generation issues); partners through participation would more be about bringing youth together but little activities on decision making; included management to convince them about the need and methodologies for child participation to avoid "tokenist approach" (just to tick the box)

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Child safeguarding concerns: When partners do not openly address (and inform tdh right away) child safeguarding issues.

- Existing policies and Memorandum of Agreements serve as basis for seeking accountability, this underlines the importance of written policies and mechanisms.

Documentación de productos generados colectivamente

La mejor experiencia

En relación con el desarrollo organizacional y/o el fortalecimiento de capacidades con/para las co-partes:
Recuerde la mejor experiencia que haya tenido.

- ¿Qué hizo que fuera la mejor experiencia?
- ¿Qué factores contribuyeron?
- ¿Qué recursos (personales, sociales...) fueron útiles?

- Mejor comunicación entre las partes
- Aceptación del cambio
- Disposición para apoyar a los demás personas

La experiencia más difícil

En relación con el desarrollo organizacional y/o el fortalecimiento de capacidades con/para las co-partes:
Recuerde la experiencia más difícil que haya tenido.

- ¿Qué hizo que fuera la mejor experiencia?
- ¿Qué factores contribuyeron?
- ¿Qué recursos (personales, sociales...) fueron útiles para salir adelante?

- No se tienen las herramientas institucionales para intervenir en las problemáticas, No se tiene claro cómo se puede poner solución a la problemática.
- Como conocer el rol de TDH, hasta donde y como se puede interferir en la coparte.
- Resistencia al cambio por parte de la organización
- Falta de compromiso en las propuestas y proyectos