



# A TOOL FOR CHANGE

## Facilitating solutions for capacity development and learning



### WHY CAPACITY DEVELOPMENT

Capacity development is among the main building blocks for sustainable development and well-targeted investments in capacity development hold the potential to be a massive catalyst for change, if properly integrated into overall development efforts. Yet operationalizing capacity development can be challenging – even more so if the process is not based on thorough analysis, proper planning and a focus on results.

### WHO IS DFC

Danida Fellowship Centre (DFC) works as a facilitator and broker of capacity development solutions to support Danida partners to enhance organizational capacity and performance. We do so with a focus on dialogue, learning and change and as a complementary and integrated part of Denmark's development assistance.

At DFC we help define and facilitate innovative, flexible and adaptable solutions through open, iterative and multi-stakeholder processes, which encourage continued learning. We do so because we believe that learning is key to inspiring change and developing better performing organizations.

Our priority is solutions that work in the context and lead to positive results for the organizations we support and the people they serve.

### HOW CAN WE SUPPORT YOU

At DFC we believe that problems are best identified by those facing them and the solutions best defined by those affected by them. We identify our specific support in dialogue with Danida partners and Danish Embassies based on their needs and priorities.

- ✓ Are you formulating a Danida country programme and wish to sharpen the focus on capacity development as an integrated element of the overall development assistance?
- ✓ Is your partner interested in reaching a clearer understanding of the organization's capacity gaps and needs and the contextual drivers and constraints for capacity development?
- ✓ Could your partner use inspiration in defining a coherent CD package to improve organizational performance, beyond more traditional one-off interventions?
- ✓ Would you like to ensure that your investments in capacity development are results-focused?
- ✓ Could you use guidance in evaluating, learning from and adapting your CD interventions?
- ✓ Do you have innovative ideas and need input on ways to implement these from people with experience in capacity development?

Then contact DFC's Capacity Development Advisors to discuss how best we can assist you.

### WANT TO KNOW MORE

Contact us on [dfc@dfcentre.dk](mailto:dfc@dfcentre.dk)  
or find us at [www.dfcentre.com](http://www.dfcentre.com)



# HOW CAN WE SUPPORT YOUR WORK?

## Facilitating solutions for capacity development and learning

Our priority is solutions that work in the context and lead to positive results for the organizations we support, and the people they serve. The options for DFC support below should be seen as inspiration only.

To explore how best we can support you, contact us on [dfc@dfcentre.dk](mailto:dfc@dfcentre.dk) or through any of our Capacity Development Advisors. You can also find us at [www.dfcentre.com](http://www.dfcentre.com). Options for co-financing are available under the Danida Capacity Development Support Programme.



### I. SUPPORT TO IDENTIFY CAPACITY DEVELOPMENT CHALLENGES, GAPS AND SOLUTIONS

Identifying and agreeing on the problem is half the solution. Defining the change we aspire to is the starting point for achieving results. DFC could assist through:

- Support and inspiration to Danish Embassies in identifying capacity development opportunities as part of Danida country programmes.
- Support to capacity assessments through tailored and partner-led tools and processes.
- Support in understanding the theory of change model and/or formulating theories of change and results matrixes for planned capacity development support through partner-led dialogue.
- Facilitation of partner-driven processes to formulate capacity development plans.
- Support in the development of indicators, baselines, and monitoring plans and tools for capacity development interventions.



### II. SUPPORT TO IMPROVE CHANGE AND RESULTS MANAGEMENT IN CAPACITY DEVELOPMENT

Capacity development efforts are more likely to be successful if implemented with a results focused approach. Likewise, proper change management is essential if investments in capacity development are to lead to increased organisational performance. DFC support could include:

- Upgrading of competencies in results-based management for capacity development.
- Upgrading of competencies in change management of capacity development processes.
- Facilitation of processes to formulate partner-driven change management plans.
- Facilitation of processes to review and adapt change management plans.



### **III. CAPACITY DEVELOPMENT SOLUTIONS TOWARDS IMPROVED ORGANIZATIONAL PERFORMANCE**

DFC supports capacity development and organizational change through capacity development solutions that focus on both individual and organizational learning. Options could include:

- Access to a portfolio of more than 40 courses for individual competency development and organizational learning in the priority areas of Danish development assistance.
- Tailor-made courses for specific partners, sectors or themes developed with Danida and partners.
- Access to web-based learning opportunities.
- Mentorship, on-the-job training and twinning arrangements.
- Facilitation of study tours, exposure visits or cross-country dialogues.
- Upgrading of competencies in knowledge transfer and skills development for specific thematic areas.
- Short-term in-country technical support to partner organizations



### **VI. SUPPORTING LEARNING, ADAPTATION AND INNOVATION**

Learning is key to inspiring change and developing better performing organizations. Likewise, while capacity development efforts should not simply mimic experiences from elsewhere, good practices can be a source of inspiration and learning. DFC could support through options such as:

- Support to the design of learning loops and feedback mechanisms for capacity development efforts.
- Support to outcome evaluations of programme capacity development components.
- Support to partner-led regular theory of change reviews towards learning and adaptation.
- Access to international learning seminars on new and good practices in capacity development.
- Support to facilitate country specific learning seminars.
- Access to examples and good practices for capacity development interventions.



# WHAT COULD DFC'S SUPPORT LOOK LIKE AT DIFFERENT STAGES OF THE COUNTRY PROGRAMME CYCLE

