

Partner Capacity Strengthening: Inspiring Change



Online training course -
17 October - 5 December 2024

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.

Who is this training course suitable for?

This course is tailored for program staff and organisational development practitioners who work directly with grantees, community-based organisations, networks and international partners. It is aimed at expanding their expertise in capacity strengthening and support strategies. This learning journey will be most relevant to those who have some experience in this field which they would like to build on and those who are intending to engage in capacity strengthening support work in the near future.

Course format

This course is a facilitated, interactive and collaborative e-learning experience consisting of:

- Six interactive live sessions
 - "Triads" : 3 self-facilitated peer learning sessions in small groups*
 - Self-paced activities and access to further learning resources on INTRAC learning platform
 - Feedback on one individual assignment
 - One individual mentoring session (1 hr)
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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
- Understand how to plan capacity strengthening initiatives with partners
- Analyse which capacity strengthening initiatives are working 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

Live session calendar

Session	Topic	When
<i>Enrolment and self-paced activities</i> 17-23 Oct 2024		
1	Assessing capacity strengthening needs	Thursday 24 Oct 2024 1pm-3pm GMT +1
2	Ensuring partner ownership	Thursday 31 Oct 2024 1pm-2:30 pm GMT
3	Prioritising and planning	Thursday 7 Nov 2024 1pm-2:30 pm GMT
<i>Self-paced & group activities (no live session)</i> 11 - 15 Nov 2024		
4	Selecting Appropriate Capacity Strengthening Methods	Thursday 21 Oct 2024 1pm-2:30 pm GMT
5	Supporting capacity strengthening effectively	Thursday 28 Nov 2024 1pm-2:30 pm GMT
6	Programme staff as change agents	Thursday 5 Dec 2024 1pm-2:30 pm GMT

* Note: the first live session will be 2 hours long; all other sessions 90 minutes

What is the time commitment?

The course will run over the course of 7 weeks. We'll host 6 live sessions (first session 2 hours-long and all other sessions 1.5 hours long). On average, participants should set aside 3-4 hours per week for this course. Participants will need to access the e-learning platform before the first live session to share the challenges they face with partner capacity strengthening in their work.

*All participants of the course will be assigned to Triad groups (3 learners in each group), based on the analysis of the written challenges that they submitted; geographic location and cultural setting will be taken into account to the extent possible. It is a way of providing participants with an opportunity for peer learning and support alongside the live sessions led by INTRAC trainers.

As a Triad, participants are required to meet three times via an online call over the 7-week period of the course duration to discuss and start to address the specific challenges. We expect each Triad's session to last approximately 1 hour, i.e. about three hours in total for this group activity over the course.

IT requirements

- You will need a laptop and access to broadband internet. A headset is recommended.
- Live sessions take place via Zoom
- INTRAC's e-learning platform (Moodle) and other collaboration tools used in the course are accessible via browser.

Course fee: £799*

**A limited number of Training Access Scholarships is available for small nonprofits based in selected countries.

[For more information, please visit our FAQ](#) or contact the training team (training@intrac.org)