

How to best evaluate capacity development?

Challenges and questions

how can we measure if the advocacy itself work?

how can we make sure to apply the knowledge and not just teach it?

unbalance when it comes to hierarchy

OCA may force in the predefined categories rather than focus on capacity

lack of trust

how to measure the change?

general hesitance

how much can we reasonably ask volunteers?

lack of time/lack of money

measuring the effect of capacity building on the short term might be complicated

lack of knowledge on methods to collect data on the changes in terms of problems solved.
Simple KIIs/FGDs? Storytelling?
Anything else?

is it possible to use capacity development with participatory tools?

Tips, tools and success stories

use real cases from the field to base the capacity building on

ask to hand in practical documents,

Carefully tested design

small forms of capacity review - foundational trainings,

local community advocacy rounds

important networking component

use logframes as a sort of guidance

knowledge sharing sessions, mentoring

incorporate regular and inclusive review session

include community of practices

creating ownership

include politicians at community level

make sure there is no hierarchy - clear and open discussions

creating trust

Outcome Harvesting to categorise the information gathered in various ways, to find out patterns in what types of changes those who had been through a capacity building intervention,

regular needs assessments

moving from "capacity" to "performance" assessment (i.e. better processes vs more success in advocacy)

ideation sessions can hope to create a safe space to talk

storytelling and use of CoP

mentoring is also really helpful and rewarding

the process of working and including locals creates trust

based on training objectives, enable locals to improve internal governance and create more projects

there is no quick fix - we need to understand the situation before designing

make sure to track success stories

ACR was designed to facilitate organization's self-reflection about their OWN priorities, not to set standards like the traditional organizational capacity assessment

some methods and tools are: KIIS, storytelling, participative AARs with experience holders, direct observations,

be careful not to overburden the volunteers, even though there is a learning curve