

Capacity Building Your Organisation



CAPACITY BUILDING

Capacity building is regarded as a systems concept (in how a business functions at its systematic core) but it also has applications and implications at any level of a 'system' be it a nation, government, industry, organisation or individuals.

Capacity Building + Capacity Development = Greater Capacity

As a model it gained traction within healthcare systems and international aid where early policies of supplying purely material resources or money to developing systems or states risked creating aid-dependencies rather than enabling genuine and sustainable development.

In understanding capacity building and what it means for your organisation to be *capacitated*, it may be helpful to reflect on those factors that contribute to your being incapacitated.

There are six elements of capacity building with respect to organisations, as outlined by Allan Kaplan (2000), designed to be developed in order of reference.

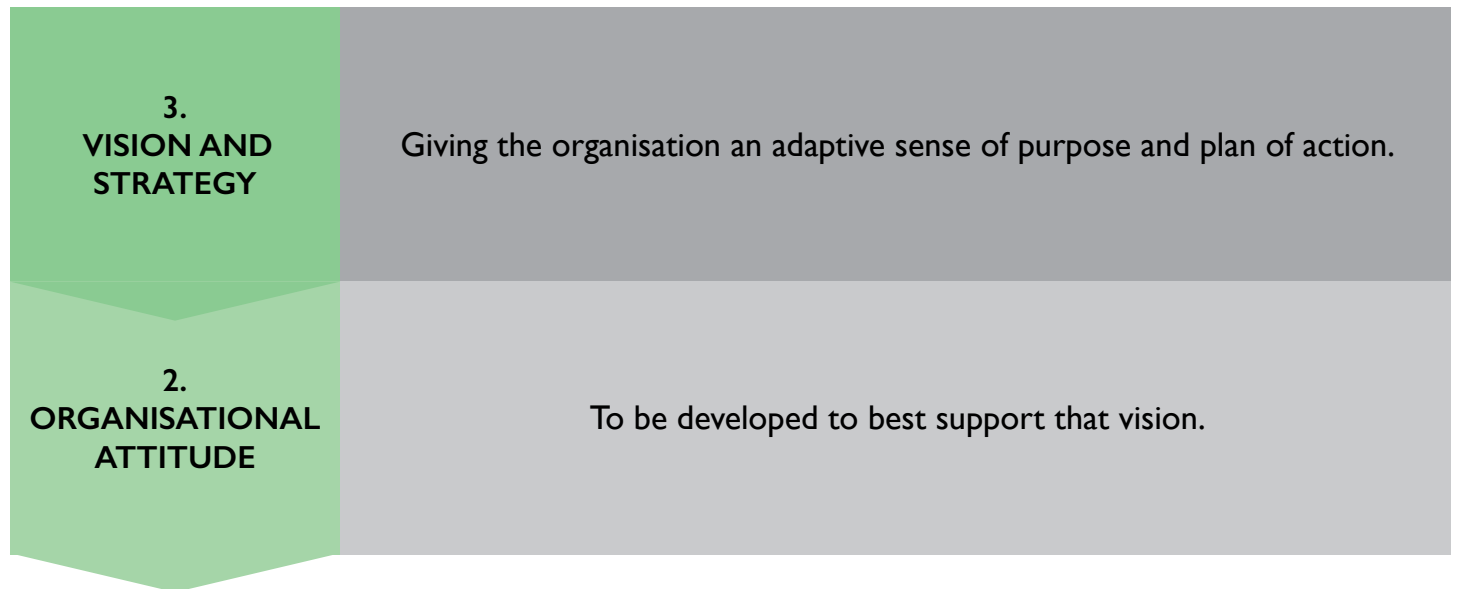
1. CONCEPTUAL FRAMEWORK

Is the organisation's working understanding of its world, including its organisational identity, that serves as the frame of reference for decision making.

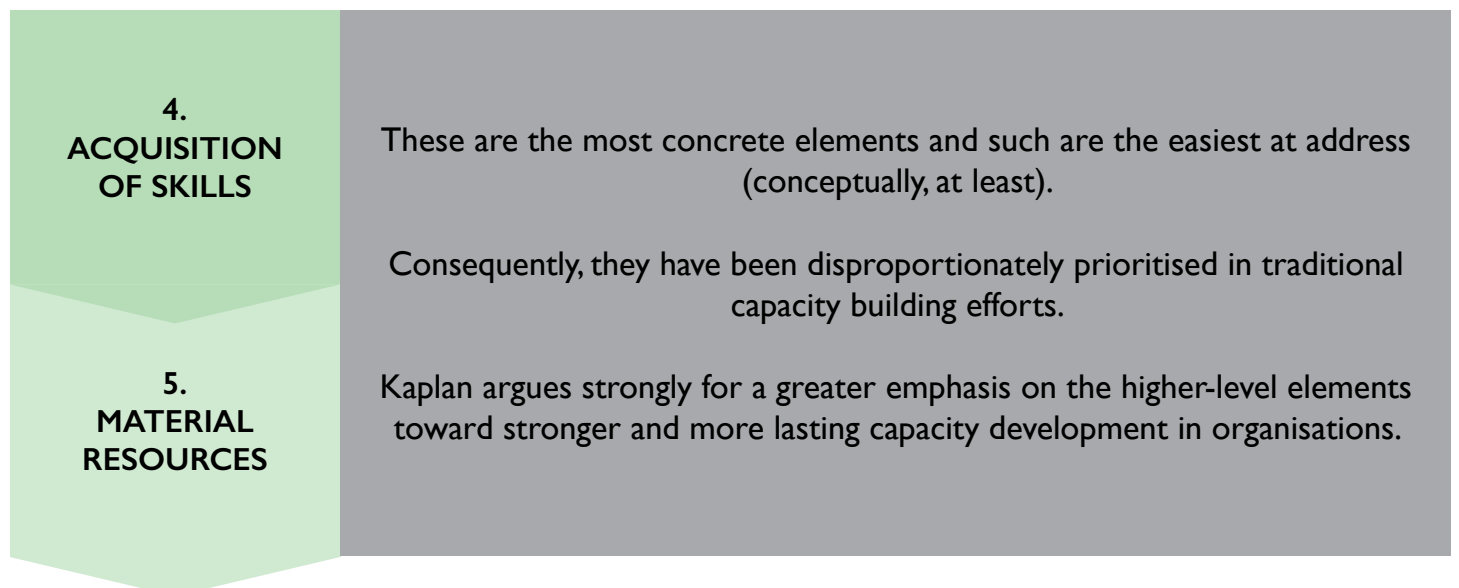
2. ORGANISATIONAL ATTITUDE

Is the view that the organisation exerts control and affects the world around it and accepts responsibility for managing the impacts of external factors.

The first two elements enable the following;



The final two elements are;



CAPACITY VERSUS INCAPACITY

In capacity building, frequently referred to as an organisation's Capacity Building Plan, it is important to consider what is going well and what needs some attention.

List up to 5 areas you believe incapacitates your organisation and the factors it relates to;

		Factor relates to (tick all that apply)			
	Incapacitating Factor	Strategy	Org Structure	Skills	Materials
1					
2					
3					
4					
5					

List up to 5 areas you believe contributes towards the capacity of your organisation and the factors it results from;

		Factor relates to (tick all that apply)			
	Capacitating	Strategy	Org Structure	Skills	Materials
1					
2					
3					
4					
5					

With a quick assessment of your capacity and incapacity, is there any cross over in factors that could be easily fixed?

If not, jump to *section 3* for further assistance on how to capacity build your organisation for sustainable development and success.

Factor

Fix

TIP: Break down the timeframes into micro milestones.

For example, if the Timeframe to achieve was three months you would break it into 3 x 1 month milestones, 4 x weekly milestones and 7 daily activities (a daily activity might be as simple as researching some training options, or giving a team member 30mins of your time to develop a skill by hands on learning).

What is the development plan and timeframe for you to acquire these skills?

Capacity	Skill Gap Acquisition	Timeframe	Monthly	Weekly	Daily
1					
2					
3					
4					
5					

Building your organisation’s capacity is important to the future success and sustainability of your organisation. It can assist in utilizing the skills and resources already within your organization, which can make a significant impact on how the organization operates now and beyond any economic challenges or changes.

Whether your organization is striving for growth with the current service and product offering or whether you are looking to diversify, this process will provide systematic thinking and clarity to ensure you do not miss any opportunity.

If you need some guidance on how to work through all six (6) elements of Capacity Building, reach out to us for a chat. This is the time to get it right.



Source: Kaplan, A. (2000). Capacity building: Shifting the paradigms of practice. *Development in Practice*, 10:3-4, 517-526, <https://doi.org/10.1080/09614520050116677>

About Us

Ingredior is your ‘whole-of-business’ multi-discipline approach to strategy and operation activity for businesses in the GROWTH SCALE phase.



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