



HEALTH
COMMUNICATION
CAPACITY
COLLABORATIVE

Renforcer la capacité organisationnelle

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USAID
FROM THE AMERICAN PEOPLE

Renforcer la capacité organisationnelle c'est quoi?



Savoir bien gérer les affaires de l'organisation pour répondre aux besoins de ses clients

Savoir faire face (et survivre) des crises: la résilience

Pourquoi l'accent sur l'organisation?

- La capacité individuelle peut quitter
- La capacité sans feed-back ou soutien perd sa fraîcheur
- La capacité individuelle sans ressources gêne à la maîtrise
- La capacité individuelle ne règle pas les comptes

Le Renforcement Organisationnel a pour but de...

- Acquérir ou renforcer le savoir et savoir-faire des collaborateurs
- Améliorer les processus et procédures
- Renforcer la résilience organisationnelle



La résilience organisationnelle

La capacité d'une organisation d'atténuer, de s'adapter et de récupérer des chocs et évènements stressants produits dans son environnement interne ou externe de façon à réduire ses vulnérabilités futures et de permettre à se développer davantage.

Renforcer la résilience

- Exiger le leadership à tous les niveaux pour que chacun...
 - Fasse face à la réalité courante
 - Expérimente, innove et apprenne de façon continue
 - Se joigne aux autres autour d'un but commun
- Etablir la flexibilité alimentée par la confiance mutuelle
- Renforcer et étendre des réseaux de soutien
- Renforcer la résilience émotionnelle

Phases

Déterminer point de départ: identification des besoins

Intervenir: préférence aux approches intégrées

Suivi: accent sur l'appropriation



Domaines

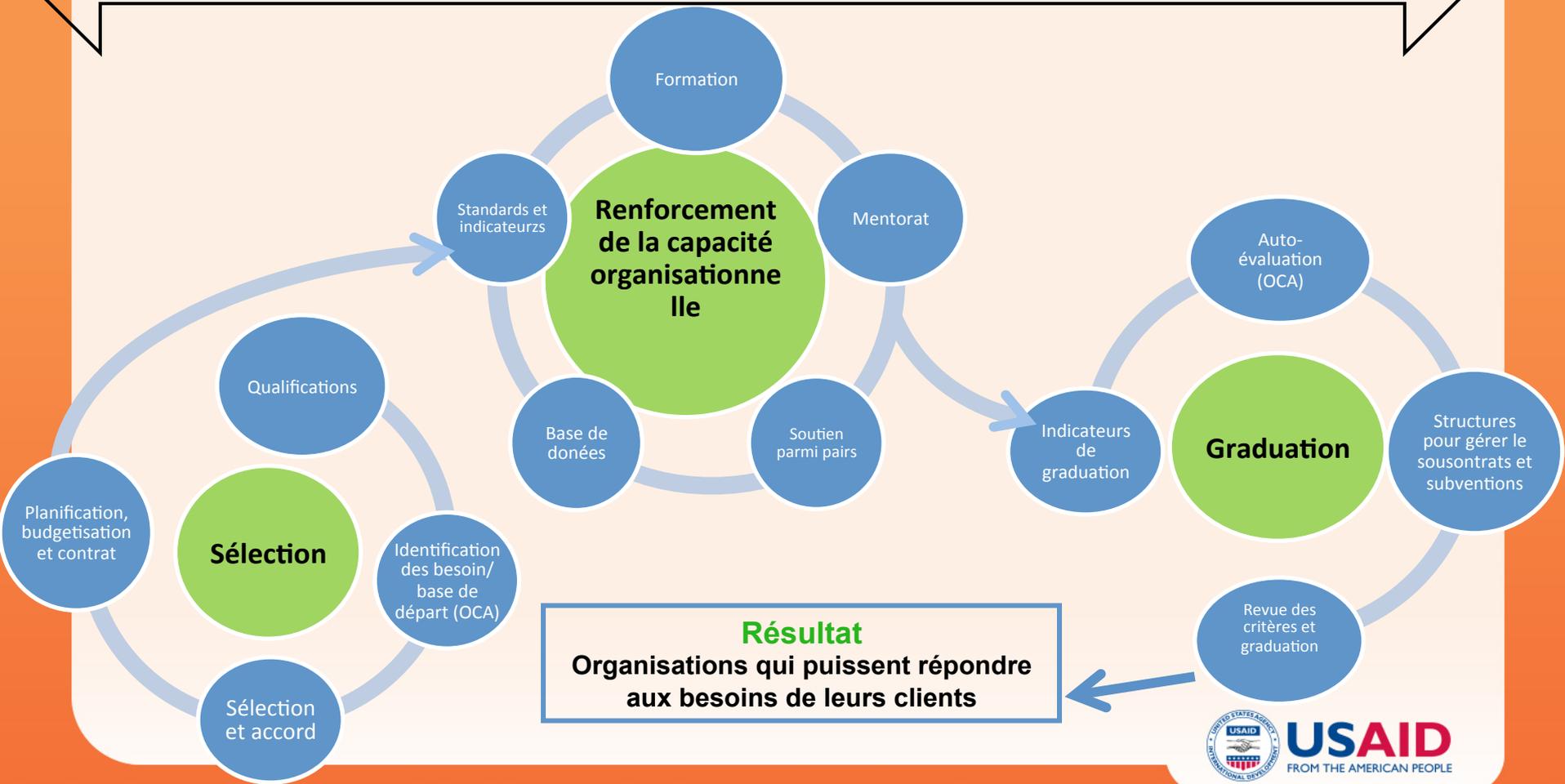


Exemple de Kenya

Engagement des parties prenantes

Apprentissage

Communication et feed-back



Processus

- Identification de base départ - ensemble
- Programme de développement de leadership
- Alignement des parties prenantes
- Exploration et planification pour la résilience organisationnelle



Outils Standards

Category	Indicator	Baseline	Target
Governance	i. Complete governance manual in place		1
	i. Number (Percentage) of Board members who consistently attend Board forums		80%
	i. Number of Board meetings held		All as stated in the policy
	i. Management performance evaluated by the Board		As stated in the policy
Organizational	i. Board members have performance targets		All
	i. A complete strategic plan in place		1
	i. Resource mobilization strategy in place and operational		1
Organizational	i. CSO has acquired a DUNS number from USA Government		1

Indicateurs pour graduation

CATEGORY 5: HUMAN RESOURCE AND CHANGE MANAGEMENT

Sub-category	Key question	DESCRIPTIONS OF SCALE SCORES			
		1	2	3	4
HR policy and procedures manual	Q1: Does the organisation have HR policy and procedures manual?	There is no HR policy and procedures manual.	HR policy manual exists but it is not detailed enough to support consistent treatment of staff, fairness, and transparency.	A detailed HR policy manual exists but employees can only access the document from immediate supervisors.	Comprehensive HR policy manual compliant with the current labour laws exists and a copy is provided to both supervisors and employees.

Auto-évaluation



Site web

Kenya Civil Society Portal for Health: Facilitating partnerships. Promoting health.

Navigation: Home, About Us, Contact Us, Help/FAQ, Survey

Menu: CSO Database, Consultant Database, Map, Resource Centre, E-Learning, Links, News & Events, Forum, TOR

YOU ARE HERE: Home > E-Learning

E-Learning

E-Learning is the use of information and communication technologies (ICT) for learning and education. The portal offers you free links to online courses in a variety of institutional strengthening areas. You can access these at any time and learn about these topics for free.

- Organisational Governance, Leadership and Management
 - Business Ethics & Conduct Annual Certification for Board Members
 - Business Ethics & Conduct Annual Certification for Local Grantees Funded by USAID
 - Procurement Integrity and Organizational Conflict of Interest Annual Certification for Board Members
 - Procurement Integrity and Organizational Conflict of Interest Annual Certification for Local Grantees Funded by USAID
 - Procurement Integrity and Organizational Conflict of Interest for Local Grantees
- Organisational Planning and Resource Mobilisation

Omega Foundation: Omega Foundation is in existence as a direct response to an increasingly unique set of needs and challenges faced by...

Alma Consulting Network: Alma Kobia has over fifteen years experience in Capacity Building and Organizational Systems Strengthening and Development. Kobia has...