



Capacity Development: Empowering People, Building Resilient Nations

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What is Capacity Development?



“The process through which individuals, organizations and societies obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time”



Capacity Development is larger than..



- Capacity building
- Training
- Skills development
- Other forms of standalone individual /personal Enhancement...



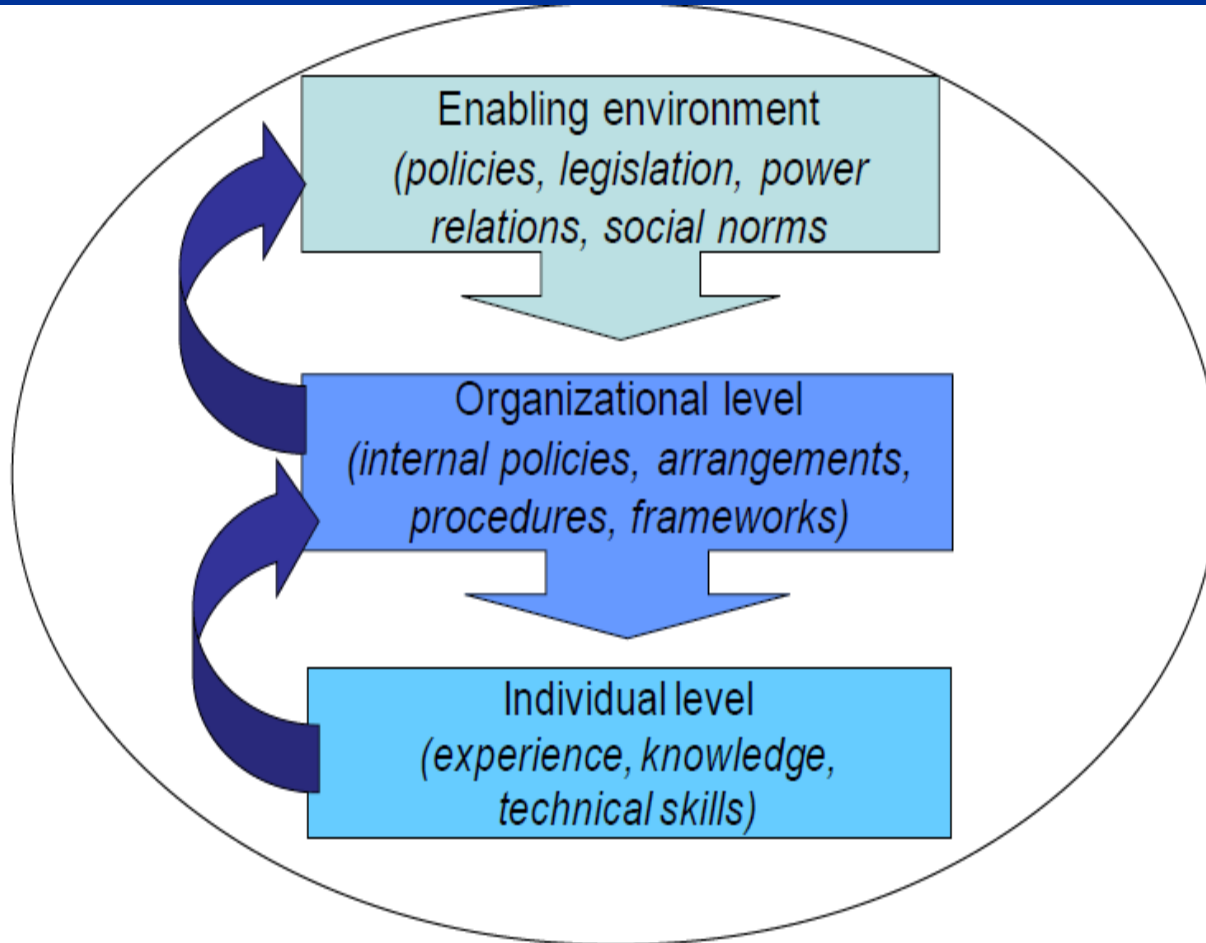
A systemic approach to CD



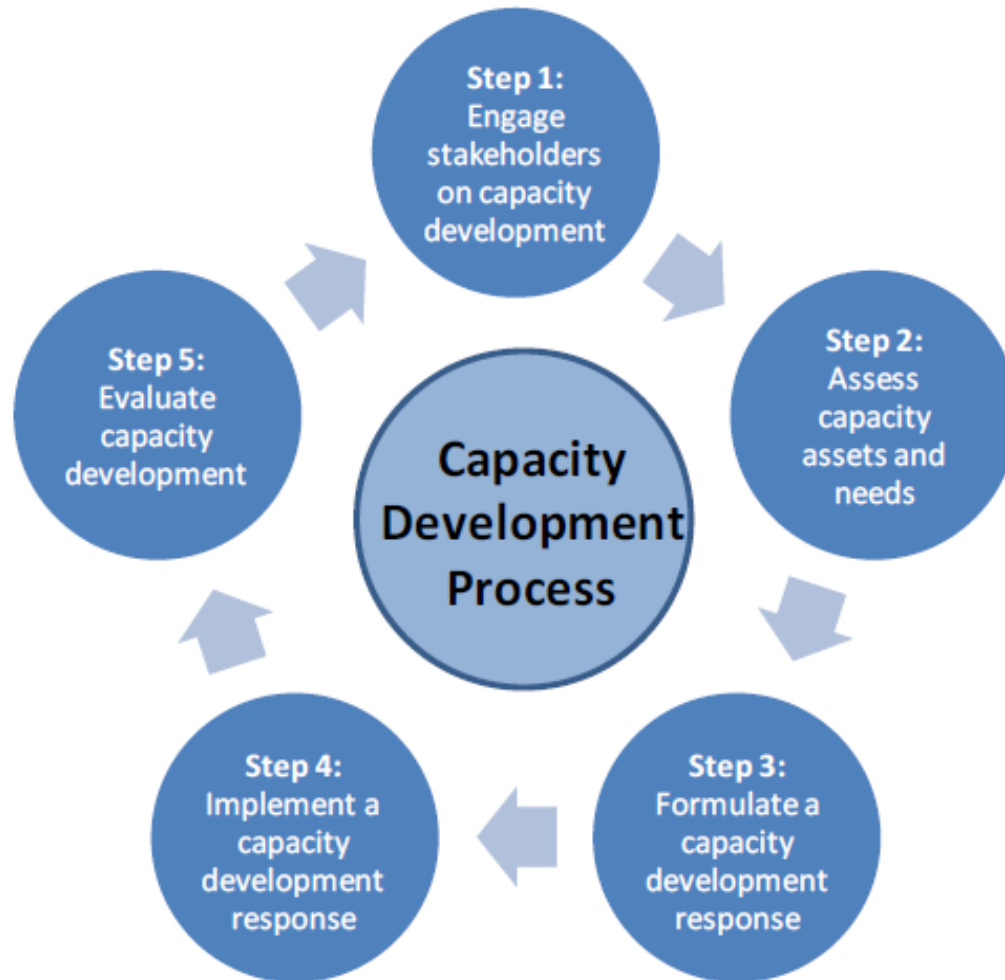
- Policy (enabling environment) level
- Institutional level
- Individual level



A systemic approach to CD..



The CD Process: virtuous cycle



CD Core Issues



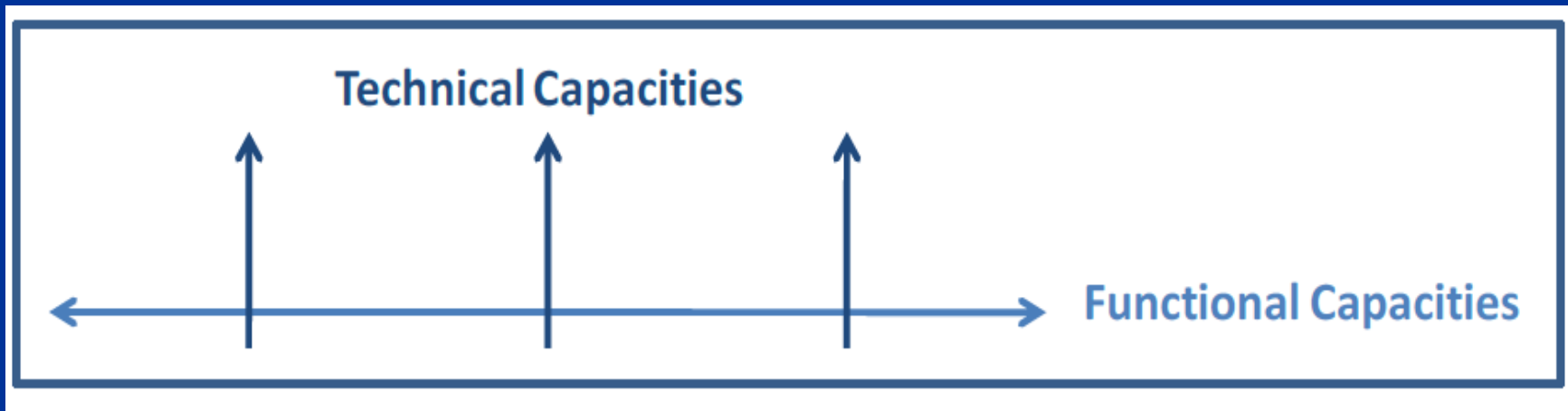
Most common across sectors and themes

- Institutional arrangements
- Leadership
- Knowledge
- Accountability



Capacity types: Functional vs. Technical

- Functional capacities are cross-cutting and cross-sectoral; relate to management capacities - “how to get things done”
- Technical capacities related to particular areas of expertise within a given sector; tied in to a particular sector or organization



Example of functional capacity



Capacity to engage stakeholders:

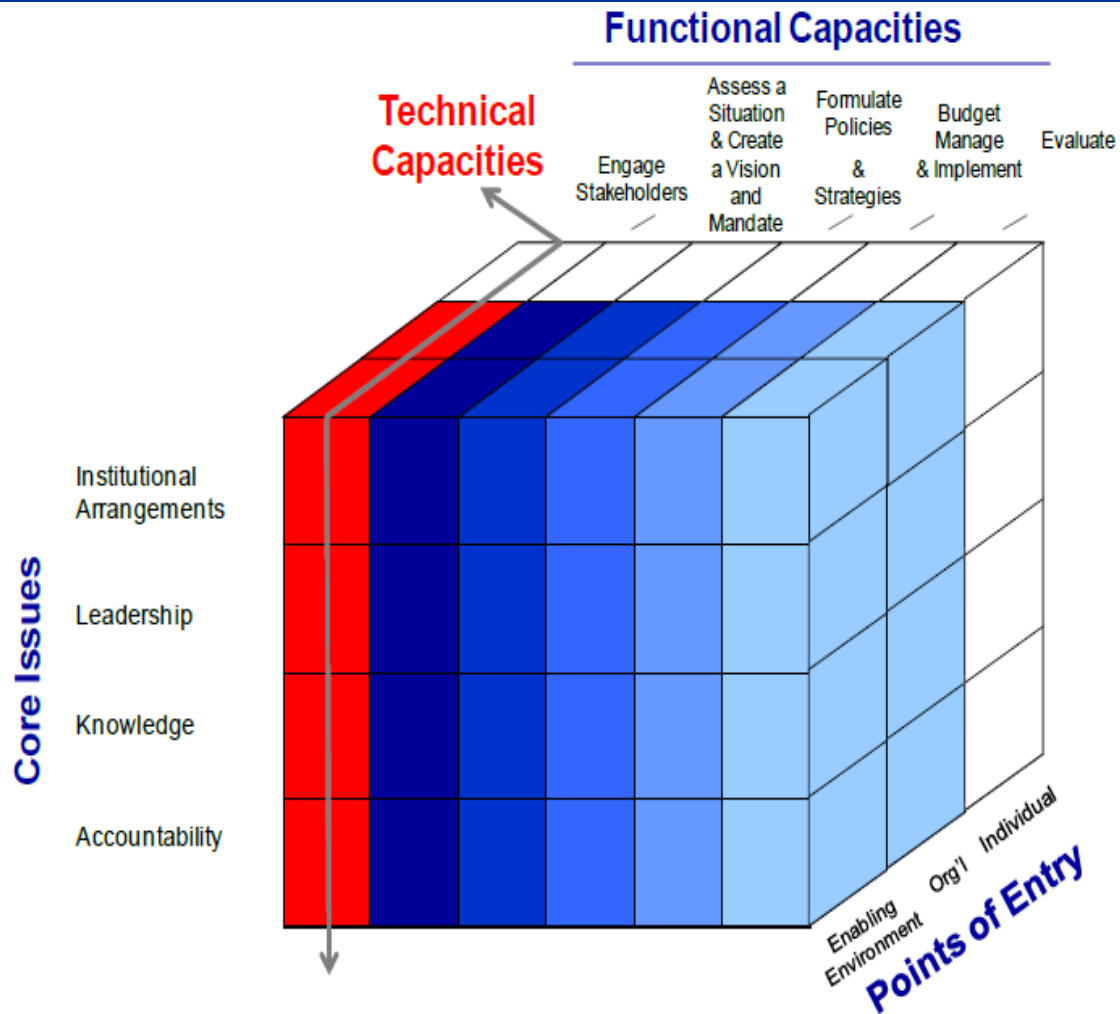
- Identify, mobilize stakeholders
- Create partnerships and networks
- Engage civil society and the private sector
- Manage large processes and complex groups
- Mediate conflict and manage conflict resolution
- Create collaboration mechanisms (via ICTs too..)

CD Assessments:

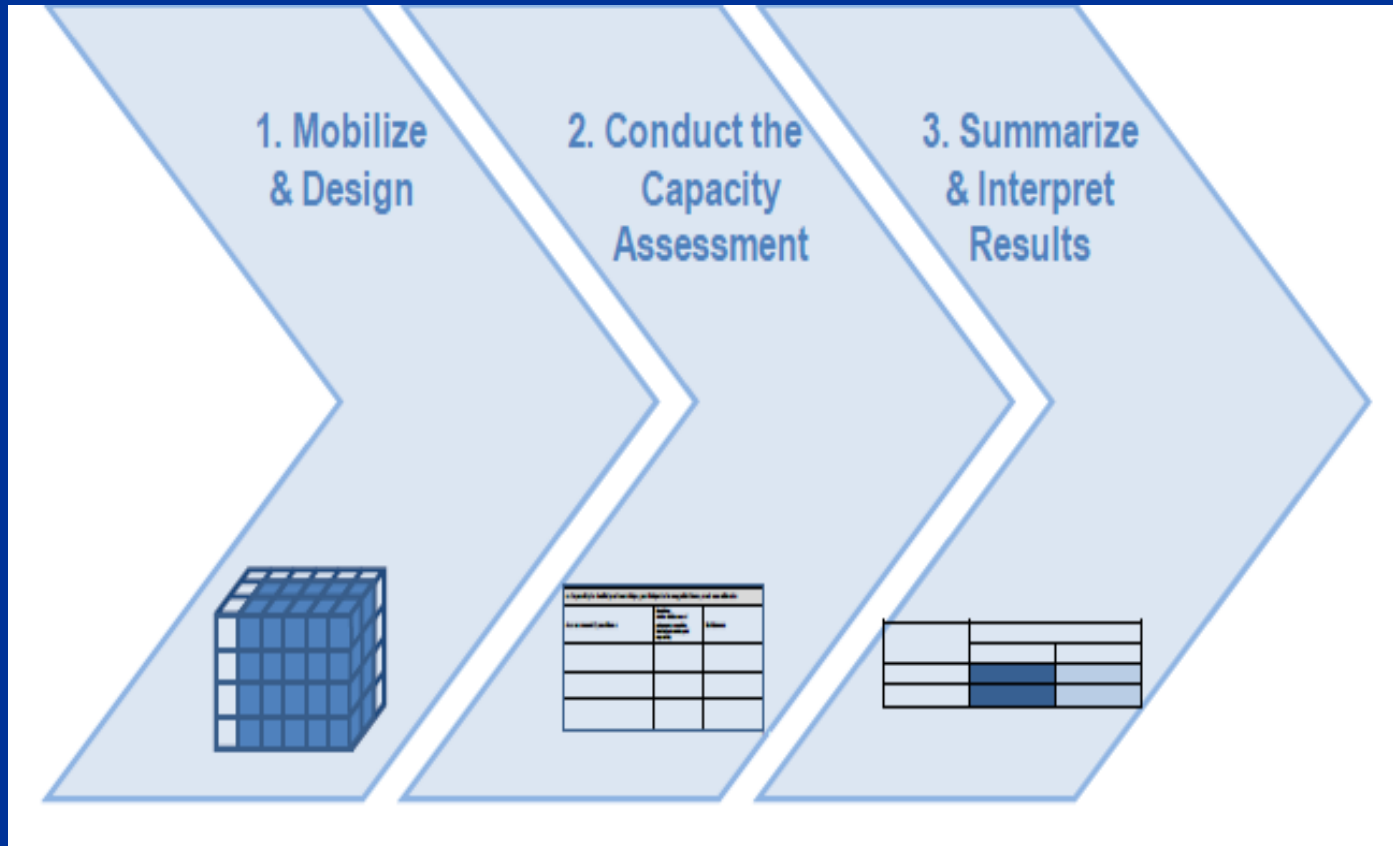


- Analysis of desired capacities against existing capacities
- A systematic way of gathering data & information on capacity assets and needs
- Key for national and/or local development plans and agendas
- Not a blue print, nor a “one size fits all” approach

CD Assessments: Framework



CD Assessments: Steps

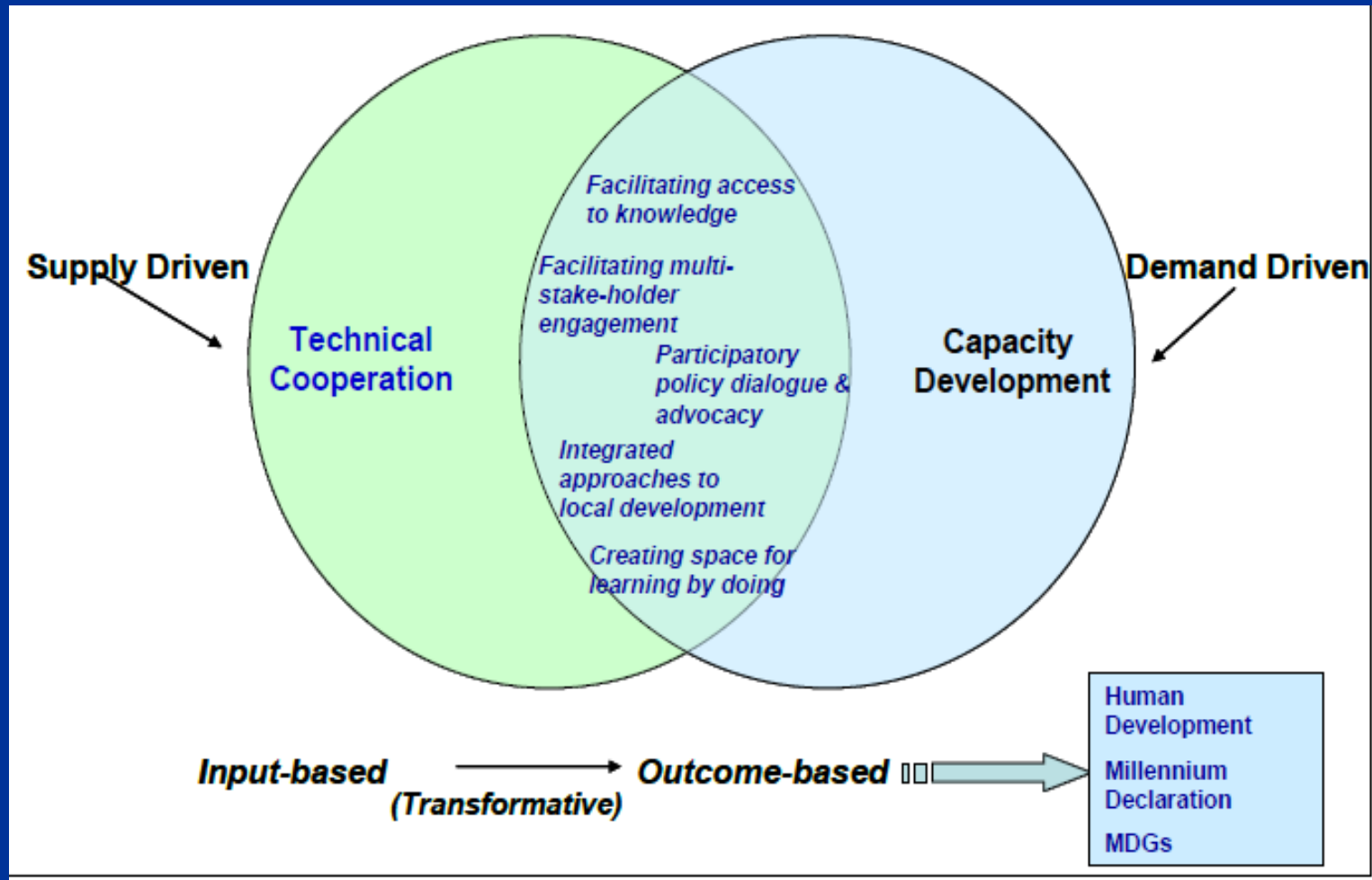


CD and Knowledge



- Underpins capacities
- Various levels: national/local, primary/secondary...
- Different means: formal, technical, informal, knowledge networks, “wiki-knowledge”
- Not only individual but also organizational: knowledge management, Web 2.0/social networks

CD vs. “technical cooperation”



Key UNDP Links to CD and e-gov



- Capacity Development Practice Note

<http://www.undp.org/content/undp/en/home/librarypage/c>

- Capacity Assessments Methodology

<http://www.undp.org/content/undp/en/home/librarypage/c>

- Measuring Capacity

<http://www.undp.org/content/undp/en/home/librarypage/c>

UNDP e-governance site

<http://undpegov.org>

(Click on link to open)

Thank you!



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<http://undpegov.org/e-gov>