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| **CC 1:** CAPABILITY TO ENGAGE AND COMMIT | **CC 2:** PERFORM CORE FUNCTIONS & ACHIEVE RESULTS | **CC 3:** RELATE & NETWORC, ATTRACT RESOURCES AND SUPPORT | **CC 4:**CHANGE AND SELF RENEW | **CC 5:** BALANCE DIVERSITY AND COHERENCE |
| **BB1—** **Vision, mission and values: 2** | **BB1— Human resource management: 2** | **BB1— Obtaining and mobilizing resources and support: 2** | **BB1— Organizational change: 2** | **BB1— Maintaining strategic coherence: 2** |
| ***Areas of improvement :***  Clarification of vision, mission and mandate of the PDO | ***Areas of improvement :***  Restructuring of the system, improvement of team spirit & improved coordination (planning and communication) | ***Areas of improvement :***  Identification of new projects to support to the Procure income. | ***Areas of improvement :***  Replication of preventive system projects and sharing of inputs/resources among houses, under the coordination of PDO | ***Areas of improvement :***  Related to (See.) CC1 bb 1  (Clarification of vision, mission and mandate of the PDO) |
| **BB2— Team spirit: 2** | **BB2— Financial and administrative management: 2** | **BB2— Influencing people and institutions in positions of power: 1** | **BB2— Culture of learning: 2** | **BB2— Maintaining organizational coherence: n/a** |
| ***Areas of improvement :***  Clarification of roles and responsibilities of PDO members of staff – share at LCs level | ***Areas of improvement :***  Clear financial reporting in line with government requirements.  Knowledge share and management of the financial system. (transparency and accountability) | ***Areas of improvement :***  n/a (too early). This capacity is linked to the status of the PD | ***Areas of improvement :***   * (members of staff cope with arising needs) | ***Areas of improvement :***  n/a |
| **BB3—** Motivating staff**: 2** | **BB3— Planning and formulation: 2** | **BB3— Networking: 2** | **BB3—** **Documenting and sharing knowledge and lessons learned: 1** | **BB3— Balancing diversity and coherence of viewpoints: 2** |
| ***Areas of improvement :***  Motivation of members of staff (PDO and houses’ focal persons); (roles, responsibilities, recognition, team spirit, HR management) | ***Areas of improvement :***  Strategic planning (involvement of PDO in the planning of the houses). Further involvement of the Provincial in coordination. | ***Areas of improvement :***  Capitalization of best practices (Adwa) | ***Areas of improvement :***  Related to (See.) CC 2 bb 3 and bb 4 | ***Areas of improvement :*** |
| **BB4— Clarity of role and purpose: 2** | **BB4— Monitoring and evaluation: 1** | **BB4— Relationships with Provincial, Council and other sectors: 2** | **BB4— Resilience: 2** | **BB4— Staying grounded or rooted: 2** |
| ***Areas of improvement :***  Involvement of PDO into projects from inception to final evaluation. Quantitative and qualitative M&E.  Advisory role of PDO/ | ***Areas of improvement :***  Formulation and implementation of a M&E system | ***Areas of improvement :***  Communication, interaction mutual knowledge and cooperation with the commissions | ***Areas of improvement :***  Security policies & financial awareness | ***Areas of improvement :***  Needs Assessment; studies/research to update and professionalize; impact assessment |
| **BB5— Recognition from outside: 2** | **BB5— Fundraising: 2** | **BB5— Relationships with local centers: 2** |  |  |
| ***Areas of improvement :***n/a | ***Areas of improvement :***  Improved capacity of PDO in accessing funds, research for new opportunities and report to donors | ***Areas of improvement :***  Involvement of the PDO in projects; communication and clarity on this role; formulation of a M&E system; (professional role of PDO, support in M&E, accountability, transparency, needs assessment) |  |  |
|  | **BB6— Support to capacity development of local centers: 1** | **BB6— Relationships with donors: 2** |  |  |
|  | ***Areas of improvement :***  Communication, needs assessment and capacity building of LCs | ***Areas of improvement :***  Financial flow & reporting, centralized system, Team work |  |  |
|  | **BB7— Development cooperation and aid effectiveness: 1** | **BB7— Relationships with the private sector: 2** |  |  |
|  | ***Areas of improvement :***  training | ***Areas of improvement :***  See. BB 3 |  |  |
|  | **BB8— Human Rights based Approach: 1** |  |  |  |
|  | ***Areas of improvement :***  training |  |  |  |