LenCD achievements
2012-2013
Web site

- 2,500 unique visitors per month (up 46% over first half of 2012)
- Case stories: 677 cases from >10 organisations
- Document library: approx. 900 items
- Blogs and newsfeeds from 9 organisations
- News and job opportunities
- CD Calendar (with Capacity.org, INTRAC)
Email bulletin

- New format in March
- 784 subscribers, approx. 1 new per day
Publications

• Discussion papers published:
  – Change Management
  – Coalition Building
  – Measuring Results
Online learning

• Learning Package: December 2011
• New e-learning course: September 2013
E-learning course

- DiploFoundation (non-profit educational foundation), LenCD, Learn4Dev, Swiss Development Cooperation
- Interactive, 20 students per session, active facilitation, 9-week schedule, with assessed assignments
- Fees charged (€680), scholarships available
- http://www.diplomacy.edu/courses/capacity
Hello I am Dominique previously working with the SDC among other in the context of this project. I am looking forward to participating to this alpha version and to meeting you. warm wishes, Dominique

Hi Dominique, nice to see you here! We met at the CD Learning Journey in Bad Honnef in 2011...

Greetings, Schirin

Hello Schirin How are you? Nice to hear from you. I saw your HT: you are great, as usual!!!
COURSE OUTLINE

- Course Introduction and Orientation to Online Learning
- Capacity Development Resources
- Online Study Guide

1. Introduction to Capacity Development
   - The core concepts
   - Capacity: What is it?
   - Culture and context
   - Module 1 assignment

CAPACITY DEVELOPMENT (ALPHA TEST) - CANTINA

Lecturers, Coordinators, Technical support

- Dejan Dincic, Switzerland, 14/06/2013 07:27:15
- Hannah Slavik, Romania, 17/06/2013 06:01:14

Students

- Anna Boeckmann, Germany, 10/06/2013 10:05:24
- Brian Lucas, United Kingdom, 04/06/2013 20:34:22
- Charlotte Nager, Switzerland, 10/06/2013 14:36:40
- Dominique Hempel, Switzerland, 10/06/2013 09:50:21
- Ginger Virginia Paige, United States, 30/05/2013 11:44:16
development as some form of improvement in the lives, performance and circumstances of those concerned. Change is a common theme in the definitions, but the implicit assumptions about how change happens are different. The OECD and ECDPM definitions are based on the belief that change comes from within and capacity development 'unleashes' it; CIDA and USAID focus on inputs as necessary to 'improve performance'; WBI states that change is a 'driven process of learning'; and SDC's approach emphasises the two dimensions of developing organisations and networks within a systems perspective.

**Reflection questions**

- What are the **main ideas** coming across about capacity development?
- What are the interesting **similarities and differences** between the **definitions used** by different agencies?
- There are different ways to think about organisations. Some concepts in current use are organisations as: **machines**; networked social organisms; families or communities; fitting with their environment; and, political arenas. How you understand your organisation influences very much how you look at related capacity development issues. How do you conceptualise organisations, their dynamics and relationships with the environment?

### 3.2 Origins of capacity development

Capacity development has been emerging as a central approach within development for more than two decades. Table 5 below shows how development started in the 1950s with a very
10:35 **Schirin Yachkaschi** ... Yes, Hannah, but also because old mindsets take a long time to change...

10:35 **Dejan Dincic**... Some people use the CD term deliberately, to emphasise that they subscribe to a more inclusive approach.

10:36 **Hannah Slavik**... Shirin, yes - sometimes changing the language used works toward changing mindsets, even if gradually.

10:36 **Tereza Horejsova**... Jenny 10:34 - absolutely, I agree the concept of development is much more appropriate here than the concept of building.

10:36 **Jenny Pearson**... Hannah/Schirin - this links us into the soft and hard capacities issues - easier to teach someone a new skill or introduce a new system than to change the way they think.

10:37 **Hannah Slavik**... Very interesting Jenny.

10:37 **Hannah Slavik**... It's a less confrontational way to approach change.

10:37 **(dominique)**... New skill may lead to change of mentality at least a step forward.

10:38 **Schirin Yachkaschi**... Yes, especially if the work context does not always enable that. People struggle to work in partnership and allow for open CD processes, while they have to deliver reports and be evaluated against relatively fixed goals.

17-06-2013 9:25 GMT **Yachkaschi**... This was a response to Jenny 10:36.
Work still planned in 2013

• Webinars (online seminars)
• Topic guide updates