

Building Organizational Sustainability through Capacity Building

Healthcare Georgia Foundation *Connections 2014*

Neil Sklarew
nskclarew@bellsouth.net

Ann W. Price
aprice@communityevaluationsolutions.com



The main purpose of the presentation is to:

- Define capacity building
- Understand how organizational capacity is associated with sustainability
- Describe 4 capacity competencies
- Discuss outcomes related to capacity building
- Describe the Foundation's capacity building project

Leadership Capacity- the ability to create and sustain a vision, to inspire, to model, to prioritize, to make decisions, to provide direction, and to innovate- all in an effort to achieve an organization's mission

- Leadership Succession
- Board Development/Board Governance
- Leadership Development: Coaching
- ED & Board Collaboration

Adaptive Capacity- the ability to monitor, to assess, respond to and create internal and external changes

- Strategic Planning
- Creating Strategic Alliances, Networking, and Collaborating in Community
- Assessment/Evaluation/Accountability
- Knowledge Development, Management, Sharing
- Create a learning environment/create lines of communication

Management Capacity- the ability to use resources effectively and efficiently

- Human Resource Management
- Delegation of responsibilities
- Effective allocation of resources
- Internal Communication
- Staff seeks out new ways to improve services based on client feedback

Technical Capacity- the resources (e.g. skills experiences, knowledge, tools, facilities, technology, etc.) needed to implement all programmatic, organizational and community strategies

- Financial Management
- Resource Development/Fundraising
- Marketing/Communication
- Facilities
- Information Technology
- Professional development/skills
- Legal Assistance
- Program development

NOTES
