

Preparatory Review and Fact Finding Study for an in-depth Institutional Analysis of the Ethiopian Wildlife Conservation Authority (EWCA)

Country:	Ethiopia
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	Ethiopian Wildlife Conservation Authority (EWCA)
Duration:	May 2017 – June 2017



Starting point

Multi annual GIZ-project to conserve biodiversity and sustainable management of natural resources in Ethiopia.

Scope

Preparatory Review and Fact Finding Study for an in-depth Institutional Analysis of the Ethiopian Wildlife Conservation Authority (EWCA)

Activities

As an individual advisor in personal and organisational development

- Creation of an organisational diagnosis based on seven characteristics: tasks (mission, vision, etc.), environment, culture, results, structures and processes, management and resources
- Preparation of a status quo analysis for EWCA Headquarters in Addis Ababa and for the Nech Sar National Park
- Meetings with EWCA executives and staff in key positions on the potential challenges of implementing a change management project
- Individual coaching of the EWCA General Director
- Preparation and implementation of an introductory workshop on "organisational development at EWCA"

Achievements

- Elaboration of five short-term recommendations for EWCA as a basis for an extended organisational development project
- Establishment of a structure for a EWCA HR database in MS Excel
- Preparation of organisational charts for EWCA Headquarters and for Nech Sar National Park
- Workshop for EWCA executives "Principles of organisational development - introduction of a potential change management project at EWCA"