

Team building and coaching for the GIZ team "Biodiversity and Forestry Programme (BFP II)"

Country:	Ethiopia
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	GIZ German Cooperation
Duration:	September 2019



Starting point

The GIZ project "Biodiversity and Forestry Programme" has existed since the end of 2015. The new phase "BFP II" started in August 2019 consolidating existing activities. With the simultaneous appointment of a new programme manager, GIZ intends to strengthen the existing team and new employees.

Scope

The start of the new programme phase requires a need to restructure the organisation and the team with the aim of improving internal communication and efficiency.

Activities

Organisational Development

- Examination and revision of the proposed target organisation combined with suggestions for improvement
- Development of clear work processes and responsibilities within the programme components
- Analysis of existing work processes and internal communication (e.g. weekly meetings, use of email communication, meeting culture etc.)
- Proposals for personnel development measures
- Analysis of the existing job descriptions and development of suggestions for improvement

Team building

- Conducting an online employee pulse survey
- Organisation and implementation of a multi-day team building workshop
- Close guidance and coordination of a local training institute as a support measure for team building activities

Coaching

- Conducting individual coaching sessions with all members of the BFP II - Senior Management Team

Achievements

- Conception and implementation of an employee pulse survey including the implementation of feedback events as part of the team building workshop
- Proposals to strengthen the organisational structure, along with reporting lines and job descriptions
- Joint analysis of challenges, potentials and development needs as part of individual coaching sessions for employees of the senior management team