

Analysis and recommendations for organising the MIERA programme in Malawi

Country:	Malawi
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	GIZ German Cooperation
Duration:	October 2019 – November 2019

Starting point

Multi annual GIZ project to promote employment and income in rural areas of Malawi, especially for poorer parts of the population and for women and young people. These parts are sustainably increased and thus contribute to an increased level of life.

Scope

Creation of a transparent and logical organisational structure for the MIERA programme in Malawi, including assigned projects and programmes

Activities

- Examination and revision of the current organisational structure 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
- Conducting an online employee pulse survey
- Organisation and implementation of an organisational development workshop for all MIERA employees
- Conducting individual coaching sessions with all members of the MIERA senior management team

Achievements

- Conception and implementation of an employee pulse survey including a feedback workshop for all employees
- Proposals to strengthen the organisational structure with clear reporting lines
- Creation of current organisational charts and suggestions for a target organisation
- Joint analysis of challenges, potentials and development needs as part of individual coaching sessions for employees of the senior management team