

Peacebuilding through strengthening Human Resources and Organisational Development at PPBA

Country:	Nigeria
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	Plateau Peace Building Agency (PPBA)
Duration:	August 2021 – November 2022



Starting point

Multi annual GIZ PeaceCore project to strengthen capacities for peacebuilding and conflict resolution in Nigeria's Middle Belt, in particular through the Plateau Peace Building Agency (PPBA) based in Jos, Nigeria.

Scope

Institutional strengthening and capacity building of PPBA.

Activities

- Set up of an HR database in MS Excel
- Elaboration of current organisational charts according to international standards
- Review of all job description, carrying out of individual interviews with job holders on their current role, responsibilities and tasks
- Analysis and definition of a target organisation for PPBA
- Elaboration of a competency gap analysis (CV versus job profile) for selected staff
- Review and re-design of relevant agency policies (e.g. gender policy)
- Review of processes/ workflows and elaboration of Standard Operating Procedures (SOP's)
- Several-day-leadership training for members of the management team, including outdoor activities
- Elaboration and roll-out of a first online employee engagement survey for all PPBA employees
- PPBA employee engagement survey feedback workshop – analysis and elaboration of action plan to increase the employee engagement level
- Individual coaching sessions with selected PPBA employees on career development, HR management etc.

Achievements

- Preparation of a workforce report for PPBA as of 1st October 2021 and update as of 1st October 2022
- Identification of a comprehensive stakeholder map for PPBA
- Awareness creation on employee engagement via survey and feedback workshop
- Increase of leadership competencies among senior and middle management based on leadership training
- Implementation of established SOP's for key processes at the PPBA
- Launch of the PPBA gender policy
- Elaboration of a catalogue of generic job descriptions for all key positions
- Strengthening of interpersonal and professional skills of selected key employees based on individual coaching sessions