

Revision of the Green Sector Programme Organisation and Team Building

Country:	Ivory Coast
Region:	Africa
Customer:	GIZ German Cooperation
Partner:	GIZ German Cooperation
Duration:	May 2022 – November 2022



Starting point

Germany promotes the management of the Ivorian national parks of Taï and Comoé. In doing so, the authority responsible for the protection of nature is supported to issue international management standards. In addition, rural development with a focus on agriculture is supported in the areas bordering the parks. A project attached to the above-mentioned program supports the biodiversity connectivity of Tai National Park and Grebo-Krahn and Sapo in Liberia. Both projects are co-financed by the European Union. They form, together with the commitment of KfW through a foundation for the protection of nature and support for national parks a joint “agriculture and biodiversity” programme.

Scope

Review of the GIZ green sector programme in Ivory Coast and Liberia, launch of an employee engagement survey and conduct of a bi-lingual team building event with approx. 80 employees in English and French.

Activities

- Analysis of the current organisational structure combined with suggestions for improvement
- Development of a target organisation with clear work processes and responsibilities within the programme components
- Organisation and implementation of an organisational development workshop for approx. 30 employees
- Individual coaching sessions with selected members of the green sector programme and proposals for personnel development measures
- Set up and conduct of an online employee engagement survey in English and French for approx. 80 staff
- Analysis of employee engagement level and organisation of follow-up workshop on required measures and action plan to increase the employee engagement level
- 3 day bi-lingual team building (English/French) for approx. 80 employees

Achievements

- Creation of current organisational charts and participative elaboration for a target organisation
- Proposals to strengthen the organisational structure with clear reporting lines during an organisational development workshop
- Joint analysis of challenges, potentials and development needs as part of individual coaching sessions for selected employees
- Design and implementation of an online employee engagement survey including a feedback workshop for 30 employees
- Successful bi-lingual team building for all programme staff from Liberia and Ivory Coast