

Strategic & technical review as well as OD consultancy for the global project Capacity for Nutrition (C4N)

Country:	Belgium
Region:	Europe
Customer:	GlZ German Cooperation
Partner:	GlZ German Cooperation
Duration:	October 2023 – November 2024



Starting point

The Multi-Donor-Action “Capacity for Nutrition (C4N)” is a component of the “Knowledge for Nutrition (K4N)” programme. K4N aims to support the European Commission, its partners as well as the German Federal Ministry for Economic Cooperation and Development (BMZ) with competence and knowledge in inform nutrition-related programmes and policies with evidence-based approaches and strategies.

Scope

Review of the project’s strategy and mission, clarification of roles & responsibilities, structured mechanisms for knowledge management and learning as well as effective communication channels.

Activities

Strategic Advice

- Key elements of a successful strategic plan
- (re)development of the C4N shared vision, mission and strategy
- Elaboration of a C4N SWOT analysis
- Benchmarking and best practices on strategic plans via on-site and/or virtual meetings with FMCG and or Nutrition Sector key representatives

Organisational Development

- Application of a 7-step organisational diagnostic
- Consideration of success factors of change management
- Conduct scoping calls with all staff members and long-term consultants
- Elaboration of a status quo organisational chart for C4N as of December 2023
- 1 day workshop on “Elaboration of a target organisation”
- Definition of roles & responsibilities for each position
- Definition of Standard Operating Procedures (SOPs)
- Elaboration and implementation of a communication plan

Personnel Development

- Competency gap analysis
- Coaching and mentoring of management team and of selected staff (personal development plans)
- Moderation of team building event

Achievements

- Interviews with all staff & consultants, Introduction of a revised target organisation & job descriptions
- Work in progress