

Organizational Development for Increased Impact and Sustainability of HIV and AIDS Civil Society Organizations (CSOs) in Malawi

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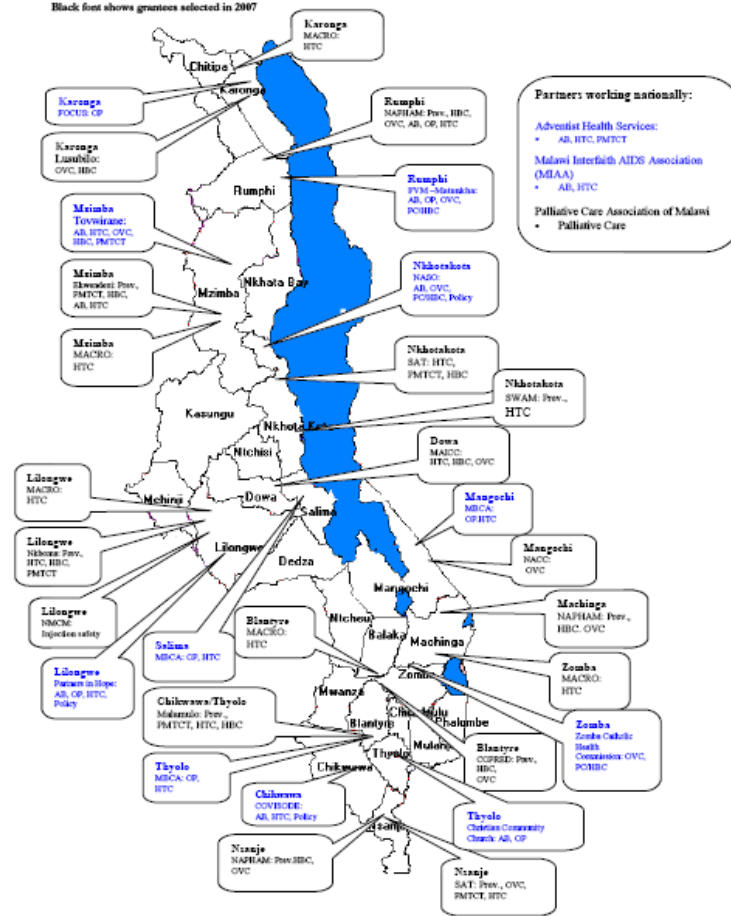
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Pact Malawi Partner Organizations

- Community REACH (*Rapid and Effective Action Combating HIV/AIDS*) Program
- Twenty-five partners working in HIV and AIDS prevention, care, and support
- Grants management, technical assistance, capacity building

Pact Malawi Partner Organizations

Blue font shows grantees selected in 2006
Black font shows grantees selected in 2007



Approach to Capacity Building

- Financial management, systems strengthening
- Technical assistance in organizational M&E, and HIV&AIDS program areas
- Organizational development

OD Theory of Change

OD Assessment

- **Organizational Capacity Assessment** identifies deficiencies so as to address them holistically
- Involves stakeholders at all levels to ensure ownership

Institutional Strengthening Plans

- **New policies in place**
- **Systems strengthened**
- **Increased knowledge and skills of staff, board, and volunteers**

Increased capacity

- **Organization pursues its mission more efficiently and effectively**
- **Greater program impact**
- **Organizational sustainability**

To the video!

