

# Self-Facilitated Capacity Development

## Approaches, Tools, and Examples

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# For Today

- Underlying theories supporting self-facilitated capacity development
- What is self-facilitated capacity development?
- Examples from:
  - Malawi: USAID Local Works Action Research
  - Latin America, Asia and Africa: Capacity Development for Organizational Transformation at Children International
  - Nigeria: USAID Strengthening Advocacy and Civic Engagement



# Supporting Theories

## Social Physics

- A particular human behavior always occurs if certain conditions are present
- Big data on social networks enables us to predict human behaviour



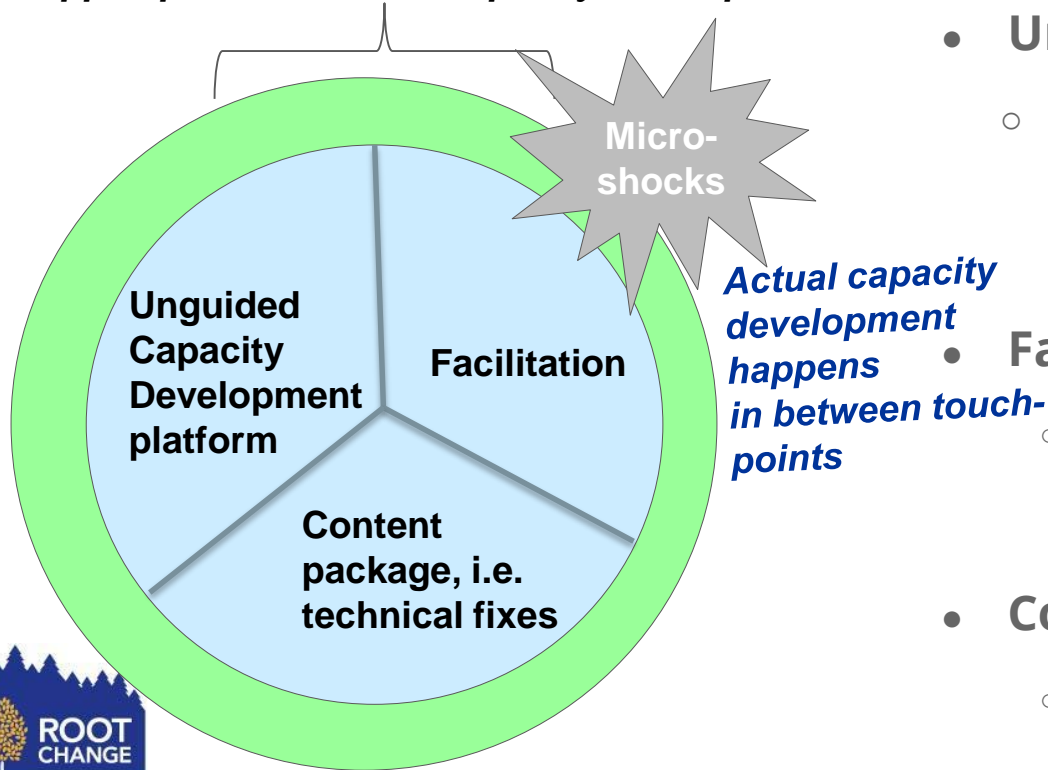
## Antifragility

- Micro-shocks build capability, resilience, or robustness, forcing people to work in new ways



# What makes capacity development self-facilitated?

*Untapped power-house of capacity development*



- **Unguided Capacity Development:**
  - A platform to convene a diverse set of actors together where people learn from each other, through trial and error, make independent discoveries
- **Facilitation:**
  - Help to identify and reflect on capacity, learnings, and apply the lessons to new challenges
- **Content package:**
  - Technical fixes, standard package

# Unguided Capacity Development Platform

- Relational, builds trust, convenes a diverse group of actors
- Local actors teach each other
- Autonomous and self-sustaining
- The constructs of these platforms vary:
  - Malawi: Social Lab
  - Nigeria: Collective Impact, Strategy Matrix
  - Children International: All staff, organized into Lean Experiment teams and Learning Committees



***Social Lab in Malawi***

# Facilitation

- Short, targeted interventions
- Facilitated by local actors
- Help reflect on:
  - Capacity
  - Lessons from experience
  - Applying lessons to new challenges



***Children International, India***

# Content Package

- Critical thinking
- Human-centered design
- Lean Experimentation
- Feedback
- Facilitation skills for Reflection and Learning on 2.0 Capacity



***Strengthening Advocacy and Civic Engagement, Nigeria***

# Lean Experiments as Micro-Shocks for Capacity Development

- Learning by doing
- Interventions focused on actual versus potential capacity
- Antifragility
- Capacity development happens in between the touch-points, when external actors (i.e. Root Change isn't there)



***Social Lab in Malawi***



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