Institutional Capacity Building for CSOs
November 23-24, 2024
Pre- and Post-Assessment Results

Pre-Assessment – 27 Participants

Forty-one percent (41%) of the participants who completed the assessment were attending a training on institutional development for organizations for the first time.

Before the training, participant Helen Kurghinyan (Platform Research Center NGO) expressed a preference for focusing on procedures during the sessions. She noted that while theoretical knowledge gained from trainings can aid in developing procedures, experts often do not follow up on these afterward.

Post-Assessment – 24 Participants

Comparison of Pre- and Post-Assessment Results

Question: How would you rate your knowledge of organizational management systems?

- 🔵 I have a basic understanding .. 4
- 🟠 I have a partial understanding .. 14
- 🟢 I almost fully understand .. 9
- 🔴 I fully understand and apply .. 0

- 🔵 I have a basic understanding .. 0
- 🟠 I have a partial understanding .. 6
- 🟢 I almost fully understand .. 16
- 🔴 I fully understand and apply .. 2

Question: How would you rate your knowledge of organizational procedures and accountability mechanisms?

- I have a basic understanding .. 5
- I have a partial understanding .. 13
- I almost fully understand .. 9
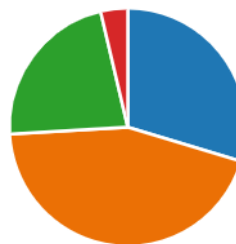- I fully understand and apply .. 0

- I have a basic understanding .. 0
- I have a partial understanding .. 8
- I almost fully understand .. 14
- I fully understand and apply .. 2

Question: How would you rate your knowledge of financial management systems?

- I have a basic understanding .. 8
- I have a partial understanding .. 12
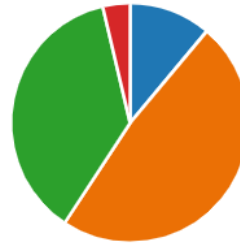- I almost fully understand .. 6
- I fully understand and apply .. 1

- I have a basic understanding .. 0
- I have a partial understanding .. 14
- I almost fully understand .. 10
- I fully understand and apply .. 0

Question: How would you rate your knowledge of program management systems, including communication, advocacy, and program writing skills?

- I have a basic understanding .. 3
- I have a partial understanding .. 13
- I almost fully understand .. 10
- I fully understand and apply .. 1

- I have a basic understanding .. 1
- I have a partial understanding .. 8
- I almost fully understand .. 9
- I fully understand and apply .. 6

Question: How would you rate your fundraising skills?

- I have a basic understanding .. 3
- I have a partial understanding .. 19
- I almost fully understand .. 3
- I fully understand and apply .. 2

- I have a basic understanding .. 1
- I have a partial understanding .. 9
- I almost fully understand .. 13
- I fully understand and apply .. 1

Question: How would you rate your knowledge of communication systems?

- 🔵 I have a basic understanding .. 2
- 🟠 I have a partial understanding .. 13
- 🟢 I almost fully understand .. 9
- 🔴 I fully understand and apply .. 3

- 🔵 I have a basic understanding .. 0
- 🟠 I have a partial understanding .. 10
- 🟢 I almost fully understand .. 11
- 🔴 I fully understand and apply .. 3

Topics for follow-up online meetings based on participant preferences

21 mentions: Tools for fundraising

17 mentions: Financial management

13 mentions: Internal and external communication systems

12 mentions: Advocacy tools

11 mentions: Program management, monitoring, and evaluation

 9 mentions: Human resource management systems

 8 mentions: Conflict of interest and anti-corruption systems

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Participant Feedback on Key Insights

"Clarifications about donors, including where to find potential donors and how to approach them, were highly useful."

"Information on the importance of creating an annual budget was helpful, even for organizations without a stable non-program budget."

"Studying NGOs that have received funding from desired donors was identified as critical."

"Understanding the necessity of organizational procedures and how they can improve operations was highly valued."

"Practical insights and real examples related to fundraising were especially important".

"The concept of added value and the importance of developing internal procedures, not just in theory but in documented form, was highlighted."

Suggestions

One participant suggested dividing the group into large and small NGOs or tailoring examples for both groups.