

# Appeal 2003-2004



International Federation  
of Red Cross and Red Crescent Societies

## ORGANIZATIONAL DEVELOPMENT

**Appeal no. 01.103/2003**

*Click on programme title or figures to go to the text or budget*

	2003 (In CHF)
<b>1. Organizational Development</b>	<b>1,112,301</b>
<b>Total</b>	<b>1,102,301<sup>1</sup></b>

### **Introduction - Background and progress to date**

In 2003, the focus of global organizational development (OD) will be on supporting the organizational development of selected priority national societies (please refer to OD department's overall plan for details). Particular focus will be on promoting and supporting the building of local capacities for delivery of effective services. This will be done either through direct support to national societies or through supporting and coaching field-based delegates.

In addition, some complementary work will be carried out at the global level to capture and disseminate relevant OD practices and knowledge in the form of frameworks and application materials as well as to conduct leadership training for national societies. This global programme description includes this work and the related requirements.

### **Programme Objective**

National societies will make an effective difference in the lives of vulnerable people through increased capacities.

### **Expected Results**

- Consensus on a common approach to capacity building, particularly for local capacity building, is built among main stakeholders and demonstrated in the work of selected priorities of the national societies.
- The International Federation's Secretariat and delegations are giving strong, consistent, regionally sensitive support regarding volunteering and volunteer management to the selected priority national societies.
- The leadership capacities of national societies' leaders are strengthened.

### **Overall Goal**

The approach to capacity building is effectively implemented (as per the strategy of the International Red Cross and Red Crescent Movement).

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<sup>1</sup> USD 801,052 or EUR 762,244.

### **Program Objective**

In order to complement the ongoing service work of selected national societies in building local capacities for scaling up responsive and focused programmes particularly against HIV/AIDS, the global OD programme seeks to:

- Refine the capacity building framework by further developing the approach to local capacity building.
- Improve and/or develop, test and disseminate relevant related application materials, especially for local capacity building, governance, integrity, finance development and information technology.
- Organize the global OD ‘think tank’ and other relevant workshops and learning opportunities.
- Based on the outcome of the evaluation, prepare and pilot a plan for rolling out the information technology management support project in Southern Africa (LISN III) to national societies in other parts of the world (with a probable initial focus on information flow analysis, records and information management strategy development).

### **Expected results**

- Selected priority national societies will express satisfaction with the support received, and can demonstrate that they have scaled up their local capacities for service delivery.
- At least 80 per cent of the Federation’s staff members as well as significant numbers of cooperation delegates of the ICRC and staff members of the national society are effectively following the Federation’s capacity building framework, and related application materials (by the end of 2004).
- The priority national societies are in agreement with regional and technical departments as well as senior management.
- Commitment to common framework and tools from the ICRC and national societies are maintained during this period.

### **Programme objective**

Implement activities as per the volunteer 2005 plan of action (approved by the Steering Committee) in Africa, Asia and the Americas (two pilot national societies per region).

- initiating and further developing the volunteer expert networks in three regions (beyond supporting the West European network, WENDOVS). This includes organizing workshops, supporting focal points and volunteer delegates as well as running pilot projects on improved volunteer management and promoting volunteering in Africa, Asia and the Americas.
- initiating and supporting a consortium of donor national societies;
- supporting a coalition of volunteer organizations;
- operating a volunteering legal committee;
- marketing and regular communication; and
- continue the Federation’s volunteering review project including researching and publishing a new trend report (to be outsourced to a national society).

### **Expected results**

Selected priority national societies express satisfaction with the support received, and they can demonstrate that they introduced systematic volunteer management leading to quality services involving sufficient numbers of qualified and satisfied volunteers.

- Priority national societies are in agreement with regional and technical departments as well as senior management.
- Sufficient competent staff is made available both in Geneva (the plan foresees three) and in the regions.
- Selected national societies are committed to implementing the volunteer plan of action and existing policies.

**Overall goal**

Refine the leadership developmental programme and coordinate quality control, and facilitate implementation of three courses (comprising three modules over 18 months) in Eastern Europe, Middle East and North Africa and Geneva.

**Program objective**

- Some 75 leaders of the national societies successfully finished the leadership development programme by the end of 2004.
- The regional delegations are committed and involved.
- The ICRC ensures involvement and support (signature issue resolved).
- Other departments of the Federation support the leadership development programme (transfer organizational aspects to training department).
- Resources needed to run the course are available.

**Overall goals**

Lead work on developing a Movement-wide approach to capacity building.

**Program objective**

- Technical support is provided to relevant bodies of the Movement to develop the standards of the national societies for compliance with the ten conditions.
- Technical support provided to the joint commission on revision of the statutes of the NSs.
- Basic standards for the NSs on the ten conditions are developed and monitored by the end of 2003.
- OD departments are supported by all OD and capacity building initiatives are integrated related to the Movement's strategy.

**Overall goal**

Good internal coordination is developed among the Secretariat's departments.

**Monitoring and Evaluation Arrangements**

The success in implementing the programme will be monitored through the study of reports from the field, especially from regional delegations, as well as through regular reporting to the director of the coordination and development division. From time to time pilot projects will be evaluated in a more systematic way.

**Implementation arrangements**

The Federation's organizational development department works through regional departments and regional delegations. An emphasis will be placed on mentoring and coaching the heads of delegations, regional development delegates, regional and national youth delegates, regional finance development delegates and external resource persons more systematically for their capacity building work with national societies. At the same time, networking will be promoted at the sub-regional level among national societies to facilitate learning from each other and using each other's specialized resources.

*<Budget below - [Click here to return to the title page](#)>*

# BUDGET 2003

## PROGRAMME BUDGETS SUMMARY

Appeal no.: 01.103/2003

Name: Organisational Development

PROGRAMME:	Organisational Development	Health & Care	Disaster Management	Humanitarian Values	Federation Coordination	International Representation	Total
	CHF	CHF	CHF	CHF	CHF	CHF	CHF
Shelter & construction	0	0	0	0	0	0	0
Clothing & textiles	0	0	0	0	0	0	0
Food	0	0	0	0	0	0	0
Seeds & plants	0	0	0	0	0	0	0
Water & Sanitation	0	0	0	0	0	0	0
Medical & first aid	0	0	0	0	0	0	0
Teaching materials	140,000	0	0	0	0	0	140,000
Utensils & tools	0	0	0	0	0	0	0
Other relief supplies	0	0	0	0	0	0	0
<b>SUPPLIES</b>	<b>140,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>140,000</b>
Land & Buildings	0	0	0	0	0	0	0
Vehicles	0	0	0	0	0	0	0
Computers & telecom	0	0	0	0	0	0	0
Medical equipment	0	0	0	0	0	0	0
Other capital exp.	0	0	0	0	0	0	0
<b>CAPITAL EXPENSES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Warehouse & Distribution	0	0	0	0	0	0	0
Transport & Vehicules	0	0	0	0	0	0	0
<b>TRANSPORT &amp; STORAGE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Programme Support	72,300	0	0	0	0	0	72,299
<b>PROGRAMME SUPPORT</b>	<b>72,300</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>72,299</b>
Personnel-delegates	180,000	0	0	0	0	0	180,000
Personnel-national staff	0	0	0	0	0	0	0
Consultants	270,000	0	0	0	0	0	270,000
<b>PERSONNEL</b>	<b>450,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>450,000</b>
W/shops & Training	450,001	0	0	0	0	0	450,001
<b>WORKSHOPS &amp; TRAINING</b>	<b>450,001</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>450,001</b>
Travel & related expenses	0	0	0	0	0	0	0
Information	0	0	0	0	0	0	0
Other General costs	0	0	0	0	0	0	0
<b>GENERAL EXPENSES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL BUDGET:</b>	<b>1,112,301</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,112,300</b>