

## October 2012 Organizational Capacity Improvement Plan

Assessment areas	Previous assessment result	Current assessment result	Identified weakness/needs	Actions needed to address the weaknesses	By when	Who is responsible	Resources required (Y/N)
1. Planning and monitoring and reporting	Mature	Mature	No Strategic Plan. Previous strategy 2008-12	Review strategic plan for 2013-2018	May 2013	Management	Y
2. General human resources	Established	Established	Need to recruit volunteers for both national and regional levels to support advocacy	Follow up with VSO and Progressio	March 2013	Management	N
3. Volunteer management	Established	Established					
4. Governance and leadership	Mature	Mature					
5. Resource mobilization	Established	Established	Need to recruit volunteers for both national and regional levels to support resource mobilisation	Follow up with VSO and Progressio	March 2013	Management	N
6. Finance management	Mature	Mature					
7. Learning and sharing	Emerging	Emerging	Though status is emerging, DHAT has made strides in ensuring skills sharing and lessons learning. However, issue of follow up	DHAT to utilize M & E tools on follow up and collecting feedback		M & E Manager	N

			and feedback has been identified as a weakness. Also lack of financial resources within DPOs to cascade learnings.				
8. Advocacy and networking	Established	Established	However, though the report shows an established status, advocacy and networking is established more in Zimbabwe and Zambia.	Need to build more advocacy and networking partners in Malawi and Zambia	June 2013	Programme Support; Volunteers; Management	Y