
NEPAD CAPACITY DEVELOPMENT STRATEGIC APPROACH

**REGIONAL MEDIA DIALOGUE
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Introduction

- The NEPAD Initiative on CD's main goal is mobilize African countries and institutions to apply tools, methodologies and practices advocated by the Capacity Development Strategic Framework (CDSF) to address capacity challenges;
- The framework is aimed at guiding cd interventions on the continent for ease of monitoring and evaluation incl. lesson learning.



Introduction

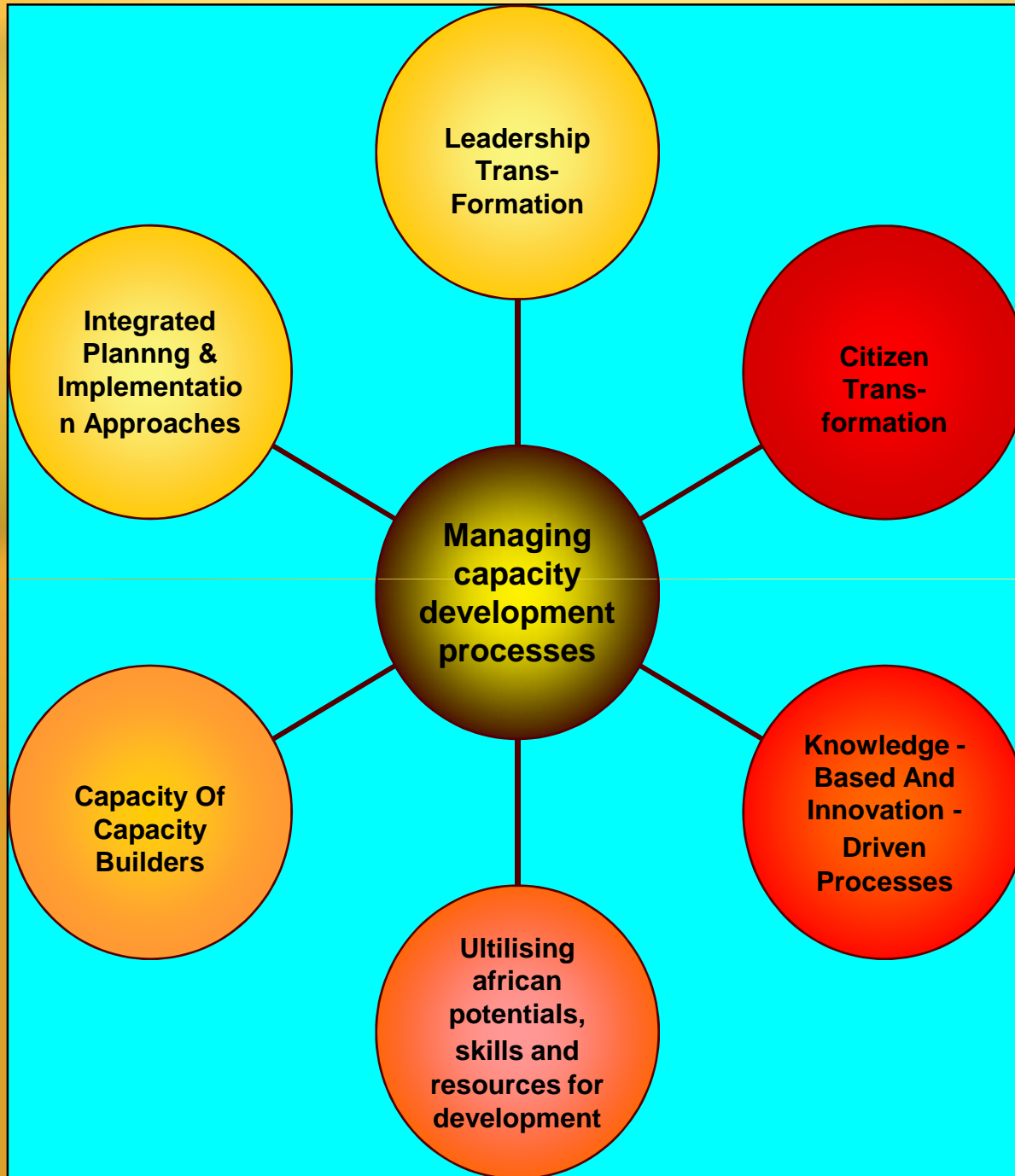
- A major premise of the strategy is to optimise and harness African resourcefulness for achieving set development objectives, with human capital as key;
- The strategy focuses on all spheres of governance, from community to local, national, regional, and continental levels, as well as key institutions and stakeholders incl. media;
- The focus is on systemic challenges in the short, medium, and long term while horizontal and vertical in scope, and is integrated requiring the involvement of all stakeholders



CD Framework

Built around 6 cornerstones





Cornerstones

1. Leadership Transformation

- Linking performance of institutions with societal impacts & putting in place of systems to measure accountability
- Introduction of accountability and feedback systems between different levels of leadership
- Performance management systems which focus on the results of the whole system / unit rather than just individuals and the related leadership style
- Soft skills trainee programmes (future leaders) in both technical & non-technical fields



2. Citizen Transformation

- A culture of ownership of the development processes by the citizens, key actors and stakeholders incl. media for their own development and for the performance of their institutions
- Self-responsibility and self-organisation for action driven by communities, employees etc performance



3. Knowledge - Based And Innovation - Driven Decision And Development Processes

- Strengthening of knowledge and information networks for experience-sharing and interlinked programming
- Development of knowledge management systems within and across organisations
- Re-thinking and renewal of administrative processes and systems for efficiency



4. Utilizing African Potentials, Skills and Resources for Development

- Policy analysis and reform processes in view to investment climate, revenue creation in financing own development
- Business processes review for inefficiencies in resource utilisation in service delivery
- Leadership & management development for nurturing human resources
- Development of strategic human resource systems
- Capacity mapping and development of sharing arrangements



5. Capacity of Capacity Builders

- Creating accountability of capacity builders to beneficiaries through short feedback loops and client assessments
- Closing the circle: bringing practitioners into capacity development institutions to enrich the curriculum with practice i.e. media practitioners
- Vision-based and profile-based curriculum development for outcomes and results, validated through frequent assessments and reviews
- Performance frameworks for capacity development institutions
- Alignment & strengthening of the capacity of those tasked with building the capacity of others.



6. Integrated Planning And Implementation Approaches And Continuous Improvement Processes

- Integration & coordination through a systemic app addressing 'system failure' & systemic blockages;
- Coordinated & integrated planning of ministries across sectoral boundaries;
- A system of accountability for results / impacts driving integration;
- Intensive feedback and communication between the vertical and horizontal levels.



The framework (CDSF) therefore presents a tool to assist countries and institutions to:

- Critically analyse the fundamental capacity challenges confronting them using the cornerstones;
- Promote the adoption and integration of innovative, appropriate & effective solutions to cd that talks to local needs, priorities and contexts ..



Major Work to-date

- Capacity support programme with African universities and research institutions;
- Peer-reviewed countries to mainstream the framework into PoAs in the treatment of capacity issues;
- Non-peer reviewed countries to mainstream framework into NDPs and national sectoral strategies.



Media voices on NEPAD

extracts from 4 -5 SADC Stakeholders Workshop

- The media wishes to contribute to the drive for development and assist all stakeholders as a partner, well-positioned to educate the masses about the work and programs of NEPAD;
- The media is ready to participate and deliver on capacity development in the sector toward making itself more relevant to communicating a changing Africa;



Media voices on NEPAD

extracts from 4 -5 SADC Stakeholders Workshop

- Media has a role to play in capacity development in order to demand accountability for development from a position of strength;
- And, in disseminating components or elements of the CDSF if packaged appropriately.



THANK YOU

