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?

- **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
Self-Facilitated Capacity Development

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