



CABESA PACKAGE: WHAT IS THE DEAL?

Step 1

In consultation with the client organisation, MDF-ESA carries out a quick organisational scan and training needs assessment and designs an overall training programme;

Step 2

Professional staff of the client organisation participates in MDF-ESA regular courses or tailor-made training delivered at MDF-ESA or at location; all participants formulate an action plan for individual and organisational capacity building;

Step 3

Follow-up coaching with participants (either individual or group-wise and either from a distance or on-site) during the first few months of implementation of action plans;

Step 4

MDF-ESA monitors the overall training programme throughout and delivers a capacity building report with recommendations for further organisational development and capacity building.

HOW CAN CABESA WORK FOR YOU?

Please contact us by email, telephone or fax so that we will send you a one-page intake form. Based on this form, we will give you a tailored CaBESA proposal with first cost estimation.

Upon mutual approval, we start step one at the advance cost of € 1500. Further steps and the total budget will be fine-tuned and laid down at the end of step one in a detailed training programme.

Contact us at:

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This CaBESA deal is offered at the special average price of € 15,000 per organisation where step one accounts for some 10% of this expenditure.

The calculations include boarding and lodging for all participants, but do not include travel costs, neither for the MDF-ESA trainer/consultants nor for participants of the client organisation.

This price is based upon eight person weeks of training (i.e. one person for eight weeks or eight people for one week and everything in between; with 10% discount on regular fees) and 12 days of coaching. The actual price may vary according to actual training needs.

ON MDF

MDF Training & Consultancy (1984) and MDF Eastern and Southern Africa (2003) aim to contribute to the enhancement of management capacities of professionals and organisations in the international development sector. We design and provide management courses, but also complement our training with coaching and practical assistance in organisational and institutional development.



CAPACITY BUILDING IN EASTERN & SOUTHERN AFRICA (CaBESA)

MDF-ESA

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OUR WORLD IS ABOUT PEOPLE



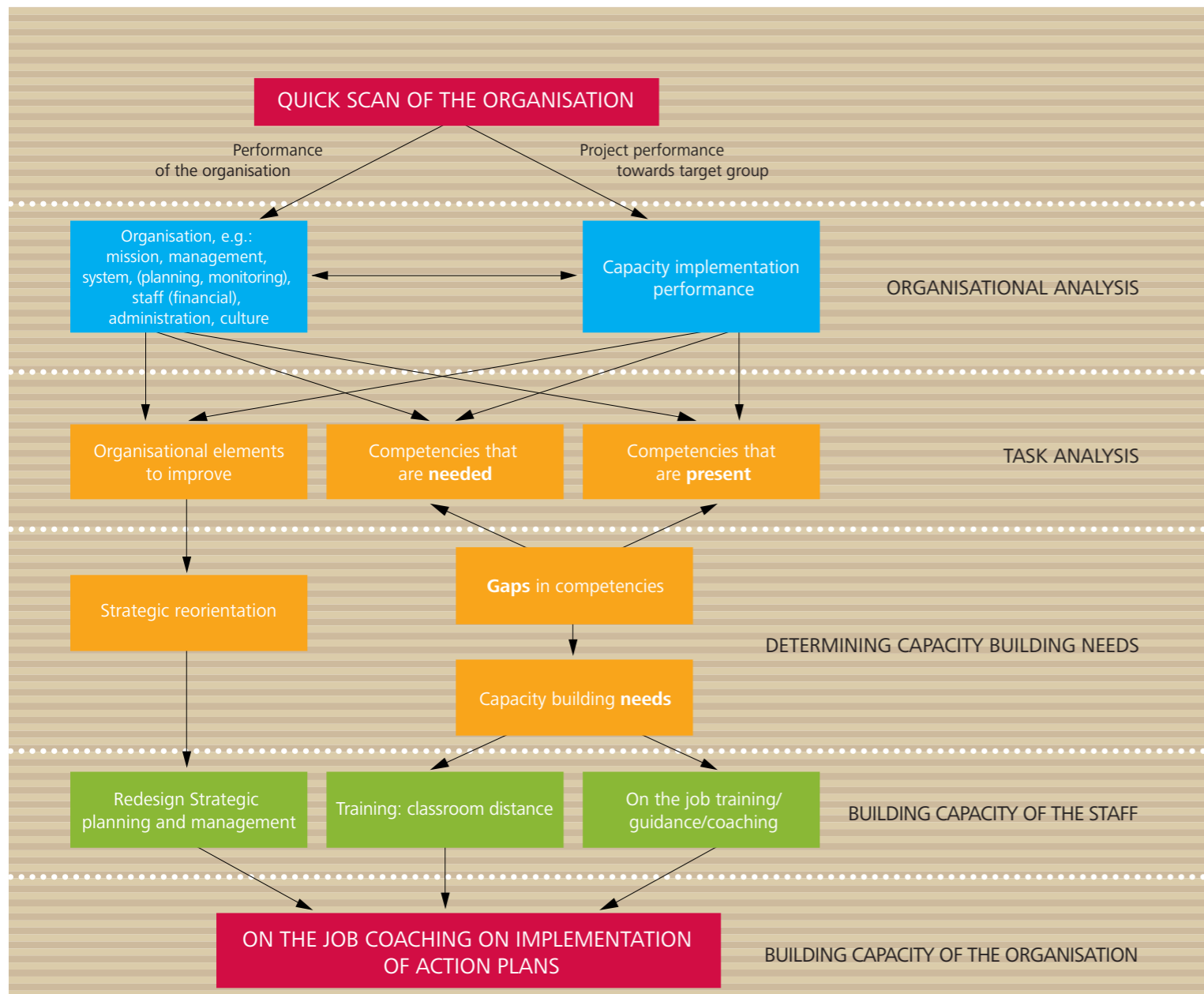
OUR WORLD IS ABOUT PEOPLE

“Looking for capacity building of your staff or (partner) organisations in Eastern and Southern Africa? CaBESA could be your answer!”

CaBESA is a comprehensive package of tailor-made training, coaching and advice targeted to development organisations for capacity building of their staff in line with an organisational development plan. CaBESA is an MDF-ESA development service.



Our world is about people



CAPACITY BUILDING IN AFRICA: BEYOND HARDWARE

Capacity building is at the core of development assistance provided to Africa. Capacity building is the process by which individuals, groups and organisations improve their ability to perform their roles and tasks and to contribute to a better functioning of the institutions around them.

Capacity building sounds simple and straightforward. Building up the physical capacity to carry out a job may be so (as long as one can pay for it). However, hardware needs to be matched with a proper soft side. While the first may be about buildings, plugs, wheels and other physical matters, the second side is all about people and how they use the hardware.

Of course, donors recognise that sustainable development in Eastern and Southern Africa does not end at the provision of physical assets like school, hospitals, roads, banks and warehouses. At the heart of sustainable impact lies the ability of people and organisations to effectively use and manage such assets. The latter is often found to be a weak link in development efforts.

MDF-ESA: BUILDING ON PEOPLE

At MDF Eastern and Southern Africa (MDF-ESA), our world is all about people. Our world is about people, development, and about people in development. Our work is to strengthen the soft side of development processes. MDF-ESA believes in the potential of people and organisations to shape their own lives and to drive positive development. This potential can be best used if people and organisations are equipped with knowledge, skills and attitudes tailored to their function. This is where we can be most beneficially to sustainable development in our part of Africa.

CAPACITY BUILDING IN EASTERN AND SOUTHERN AFRICA

Now MDF-ESA offers an attractive package to development organisations for Capacity Building of their staff and/or partner organisations in Eastern and Southern Africa: CaBESA.

THE CABESA PACKAGE

This CaBESA package includes (depending on the demand):

- A quick organisational scan and training needs assessment of the organisation concerned;
- Formulation of a basic question and capacity building objective of the organisation;
- Design of an overall training programme for the organisation and its staff;
- Participation in regular training courses and/or tailor-made training organized by MDF-ESA;
- Guidance on developing action plans;
- Individual and/or group coaching during the first steps of the implementation of action plans;
- Elaboration of an evaluation report of the capacity building process.

CABESA PACKAGE: WHY?

CaBESA is an answer to the demand of donors and other development agencies for innovative capacity building services. Capacity building is often reduced to participation of one person in a one-time-training which is poorly embedded in an organisational development process.

The CaBESA package is designed as a longer-term process in which an organisation takes ownership of its capacity building and benefits from well tailored MDF-ESA services.

CABESA PACKAGE: FOR WHOM?

The CaBESA package is targeted to organisations and institutes in Eastern and Southern Africa that are ready to invest in the development of their organisation and professional staff.

The CaBESA package is also meant for donors that aim to make sustainable investments in the professional development of their partner organisations in Eastern and Southern Africa.