



This project is financed by the European Union

FACTSHEET 2

BİRLİKTE Program is designed to provide a framework for the institutional capacity building of civil society organizations. While designing this model, different management models and systems which are the most widely used in the world have been examined, and field and past experiences of STGM were also taken as reference.

STGM (CSDC) Institutional Development Model and Self-Assessment



- The draft of the model has been reviewed and improved for 5 times.
- Individual and teamwork were carried out for 5 months.

In this review and improvements

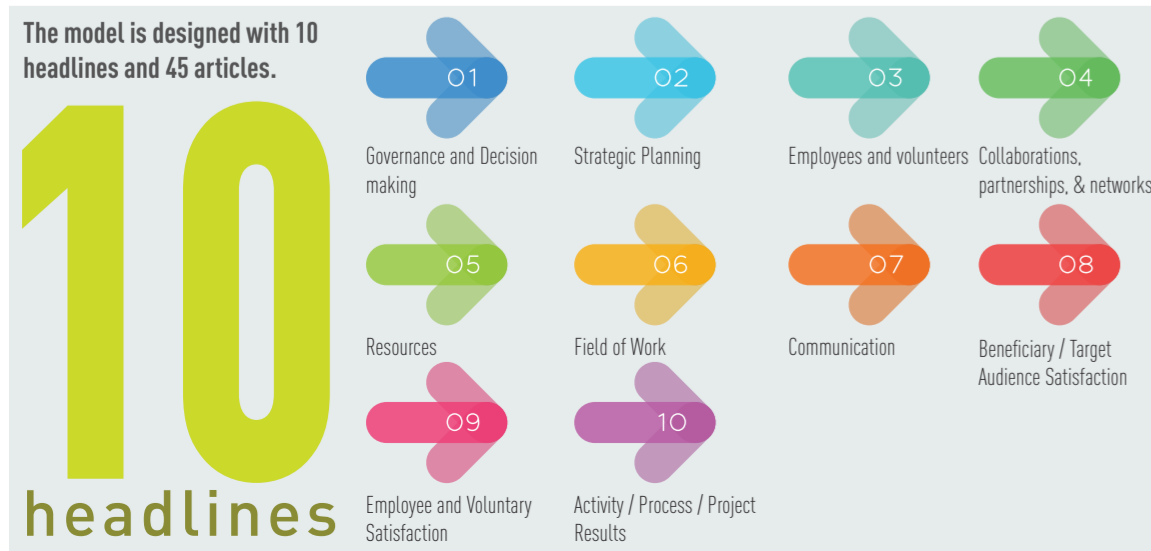
- 4 Management system specialists has participated.
- 8 Experienced experts in themes in civil society

5 BASIC PRINCIPLES

STGM CSO Institutional Development Model

The Institutional Development Model is based on 5 basic principles.

- 1 Participation
- 2 Fruitfulness
- 3 Transparency
- 4 Accountability
- 5 Sustainability



SELF-ASSESSMENT

Self-assessment is the process by which the organization evaluates its institutional capacity according to a management model and understands its current situation. After determining the current status of the CSO, it prepares and implements the improvement plan to develop its institutional capacity. It is recommended that these plans to be on annual basis. Thus, the organization has been continuously improving itself every year and proceeds towards institutional capacity development. The most important outcome of the institutional capacity development is that the organization is sustainable and that it continues to create value for its beneficiaries for years.

The aim of the self-assessment which was intended the relevant representatives to take part in the study was to determine the correct findings and to disseminate information. With the contribution of the relevant representatives, self-evaluation is ensured to be participatory and mature. For participant self-assessment, a team of 3 to 8 persons is identified.

The point here to be taken seriously is the fact that the self-assessment is a present status detection and the development of institutional capacity depends on the steps to be taken and the careful follow-up of these steps.



When conducting self-assessment, everyone is encouraged to participate in the discussion, in particular in order to mobilize participation and a common mind.

GRADING

When using this self-assessment tool, after the strengths and improvement potentials are expressed for each subheadings, the 5-point system is graded. What each point means is stated below.

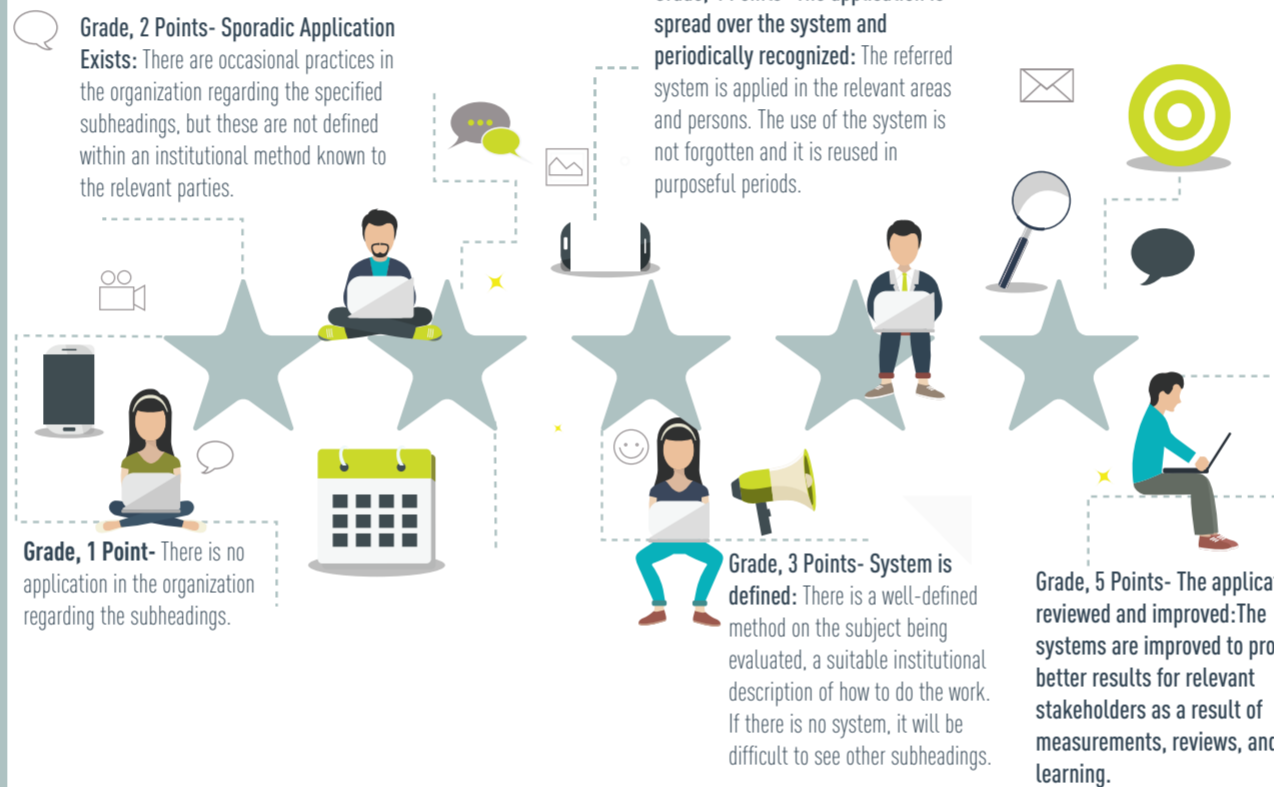
Grade, 2 Points- Sporadic Application Exists: There are occasional practices in the organization regarding the specified subheadings, but these are not defined within an institutional method known to the relevant parties.

Grade, 4 Points- The application is spread over the system and periodically recognized: The referred system is applied in the relevant areas and persons. The use of the system is not forgotten and it is reused in purposeful periods.

Grade, 1 Point- There is no application in the organization regarding the subheadings.

Grade, 3 Points- System is defined: There is a well-defined method on the subject being evaluated, a suitable institutional description of how to do the work. If there is no system, it will be difficult to see other subheadings.

Grade, 5 Points- The application is reviewed and improved: The systems are improved to produce better results for relevant stakeholders as a result of measurements, reviews, and learning.



PROCESS



How many hours have been spent on the self-assessment study for 42 CSOs?

512 hours

86 days / 3367 labor hours, the self-assessments were performed.

Within the scope of the BİRLİKTE, one of them to be at the beginning of the program, second to be in the middle and third to be at the end of the program, a total of 3 self-assessment will be conducted. In the 1st self-assessment study conducted between October and December 2018, a total of 5 mentors met with 42 CSOs and these interviews were conducted with 337 people.



PROCESS

PURPOSE
IMPORTANCE
TIME

How long did it take to create the self-assessment tool?



What is targeted by self-assessment?



- Present status detection
- Evolution
- Appropriation
- Spread
- System approach
- Sustainability

Why is Self-Assessment important?

To determine the current situation in capacity and to make a suitable communication plan for development.

The study topics that emerged from the first evaluation;

Top 3 priorities



Governance and Decision Making



Strategic Planning



Financial Management



STGM.Derneği



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