

GWI – Organizational Development (OD) Process

Phase II: Organizational Readiness Assessment

Meeting of Group 5: Wednesday, February 16, 2022

Discussion Notes

Organizational Readiness Prerequisites 3 and 4 were discussed:

Prerequisites 3:

GWI Headquarters and its NFAs have a strong working relationship and a thorough understanding of division of responsibilities.

Current Relationship between GWI and NFAs represented at this meeting:

In anticipation of building working relationships between NFAs and GWI Headquarters, the existing relationship from the NFAs' perspective was discussed. Currently, the relationship is tenuous. NFAs represented at this meeting expressed the relationship in the following manner:

- The relationship is not strong enough to recruit and retain members.
- Members are drawn to girls' and women's empowerment but do not see a GWI- driven role for themselves. There may be cognitive dissonance between what they believe is the promise of GWI and what they actually experience as members.
- Many members join so that they can add membership in an international women's organization to their resumes.
- There is not enough of a compelling reason to pay annual GWI dues.
- Members find it too difficult to pay dues
- For NFAs that speak a language other than English, it is very difficult for NFA leadership to translate.

- NFAs want more support from GWI – trainings to recruit, retain and engage members.
- NFAs need help from GWI in helping them identify a niche for their organizations within the very crowded landscape of NGOs.

What do members want from GWI? What is the Value Proposition GWI can make to members that will help NFAs recruit, engage and retain members?

- Members would like to be engaged in projects/ activities that contribute to solutions in human development issues in their communities/countries.
- They would also like visibility
- They want to work on the ground so that they can make an impactful, measurable, visible change with their work.
- Experience has shown the NFAs that even non-members want to participate in projects.
- Some NFAs would like to receive funding to underwrite project activities. Stipends are motivational.
- Many of the NFAs represented at the meeting felt that overall, it's not the funding that drives them. What drives them is meaningful engagement that makes a difference.
- Historically, meetings held to announce/plan/ work on projects and focused activities have had very good attendance. When there are activities /projects, members are present and available to engage and work. However, when there is a lack of focused projects/activities they lose interest and drift away from the NFA.

- Members sometimes join because they would like to pursue GWI scholarships/ Fellowships and when they are not successful in this pursuit they tend to leave the NFA.
- Members want an international platform – they feel that this is something that membership in GWI implies. And they want their work to be visible on this international platform.
- Members want to belong to a group – for instance, the educational sector coming together and having a SDG 4 platform to share, learn, teach from their experiences.
- Members want personal, professional development and leadership development and access through this development to critical decision-making positions. So that they can influence decisions regarding their countries/communities.
- Since this is a graduate women’s organization, the expectation is that members can advance their careers through a range of scholarly GWI activities including mentorship and peer- review of their scientific, academic, or professional work.
- Members want to feel international connection and experience on a continuing basis.

How can we create a strong working relationship between GWI Headquarters and (individual) NFAs?

A good working relationship was described in the following ways:

- Commitment on both sides
- Accountable
- Transparent
- Open communication
- Clarity about goals and deadlines on the part of both parties

- Flexible as long as goals are reached.
 - No arrogance
 - Cultural sensitivity
 - Shared feeling of reaching goals together – as a group
 - Value of working together is understood by both parties.
- ✓ Create a value proposition for NFAs and members who need to know why they should participate.
 - ✓ Value proposition of a working relationship between GWI Headquarters and NFAs, in fact, responds to members needs as expressed in above section **“What do members want from GWI? What is the Value Proposition GWI can make to members that will help NFAs recruit, engage and retain members? “**

Prerequisite 4:

GWI Headquarters and NFAs have clarity about the expectations of funders and partner organizations, goals, strategies, deliverables, time tables, reporting and use of funds.

Collaboration was described in the following manner:

- Begins with human actions of meeting and identifying relationship needs of both parties in a judgement free zone.
- Invigorating the NFAs –NFAs may not all be equally ready for collaboration. We could use a common platform for learning and sharing for all NFAs participating in this collaboration. Women helping women, NFAs building knowledge together, sharing challenges with each other and learning and teaching are all powerful concepts.
- While guidelines are important, templates are very useful – start with the basics in understanding and participating in collaboration.
- Open communications.

- Members understand the importance of collaboration and how NFAs and their members fit into the bigger picture of SDG 4 implementation.
- Members understand that their efforts will be counted towards their national government's commitment to the implementation of SDG 4.
- Also helpful would be a series of videos on GWI's YouTube channel to orient NFAs and their members
- Steering Committee members present at this meeting as well as other members they know, have a history of collaborating with other groups, which is a definite advantage.
- Examples of groups that they have collaborated with are: Action Aid, World Vision, Generation Equality, UN Women's work on gender-based violence. Current/Prospective NGO collaborations with government departments in South Africa – interest in Pan – Africa human development.
- One NFA's experience in evaluating collaborative projects has shown that there can be an overlap of activity. A clear structure is recommended to avoid budget problems. It is really important to have a clear overview of roles and responsibilities and to know where they converge and diverge.

Our next meeting is on Wednesday, March 2, 2022 at 12:00 PM (New York time) when we will discuss Prerequisites 5 and 6 and possibly 7 if we have the time.