

Graduate Women International

Summary of Organizational Development Process

Phase 1: *Understanding the implementation status of SDG 4 in our NFA countries.*

- Become knowledgeable about how SDG 4 is being advanced and implemented.
- Become knowledgeable about the SDG 4 work of UN agencies and (where there are none) responsible national organizations.
- Note their existing partnerships and alliances and the roles of these partnerships and alliances.
- Note the existing challenges, needs and/or deficiencies identified in NFA country reports. Where there are none, review UN material.
- Brainstorm and list the experience and skills that you can identify within your NFA that can possibly respond to these needs.

Phase 2: *Organizational Readiness Assessment and Building a new Organizational Profile*

- Become knowledgeable about GWI -its leadership, membership and partnerships, the organizational tasks processes that support its products and services, technology and structural policies including its Constitution.
- Assess the utility of these services against GWI's and its NFAs' intention to offer UN agencies in terms of capacity -building?
- What changes might be needed in the relationship between leadership and membership, organizational culture and belief systems, organizational tasks, technology and structures, in order to make a sustained commitment to capacity – mobilization?

- Take a systems point of view and identify how suggested changes impact all organizational systems.
- Based on our new awareness of ourselves (GWI and its NFAs) as an united organization that is resource -rich with experiences and skills that are valuable to UN agencies and others in the implementation of SDG 4, begin to articulate a new organizational profile that captures this value.

Phase 3: **Creating a Global Collaboration.**

- GWI Board with advice from Steering Committee members creates a global collaboration called “Global Capacity Mobilization for Education” by inviting the following global entities:
 - ❖ UN Agencies engaged in SDG 4
 - ❖ Global Economic Development Organizations
 - ❖ Foundations and other funders
 - ❖ United States Agency for International Development (USAID)
- Representatives of the Steering Committee and the Young Leaders Global Vision Group, GWI Board present GWI’s new value-added profile and discuss how GWI and its NFAs can build capacity into the international operational responses to SDG4 in our NFA countries.
- Through these discussions finalize an impactful role of GWI and its NFAs that mobilizes the entire organizations core experiences and skills.

Phase 4: **Securing Funding:**

- Develop and propose plan based on agreed upon collaboration with UN agencies, endorsed by global decision-makers