

# National Workshop on Capacity Needs Assessment of Extension and Advisory Service Providers in Nepal

31 May-1 June 2016  
Kathmandu, Nepal



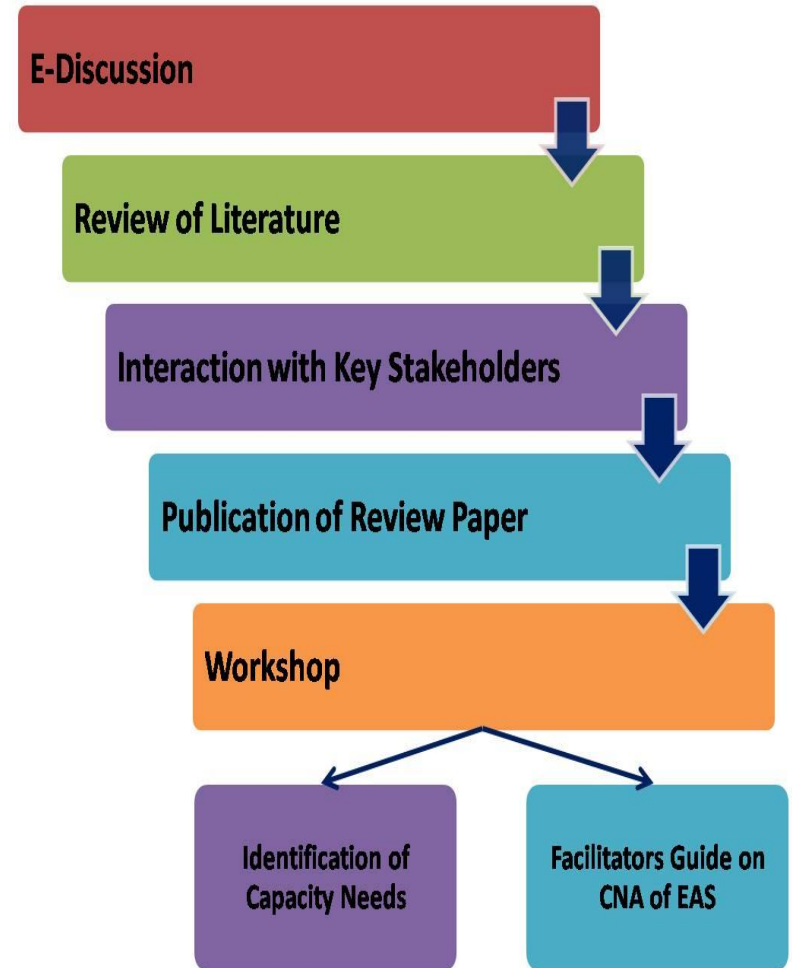
# Recap & Reflections-Day 1



# What we did yesterday?

## Background

- Why this workshop?
- Steps followed?
- Objectives



# What we did yesterday?

Different functions EAS providers are currently engaged in and what new functions have to be performed?



Why some of the functions are not performed or not performed effectively?



# What we did yesterday?

## Introduction to the “New Extensionist”

### 3 levels of capacity development

- Individual level
- Organisational level
- Enabling environment level

**gfrsv** global forum for rural advisory services  
forum mondial pour le conseil rural  
foro global para los servicios de asesoria rural



**The “New Extensionist”:  
Roles, Strategies, and Capacities  
to Strengthen Extension  
and Advisory Services**

Global Forum for Rural Advisory Services  
November 2012



# What we did yesterday?

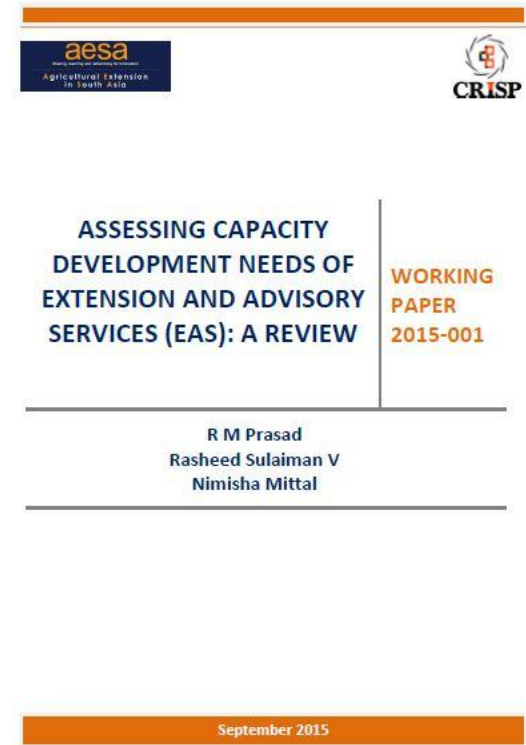
## Capacity/Capacity Development

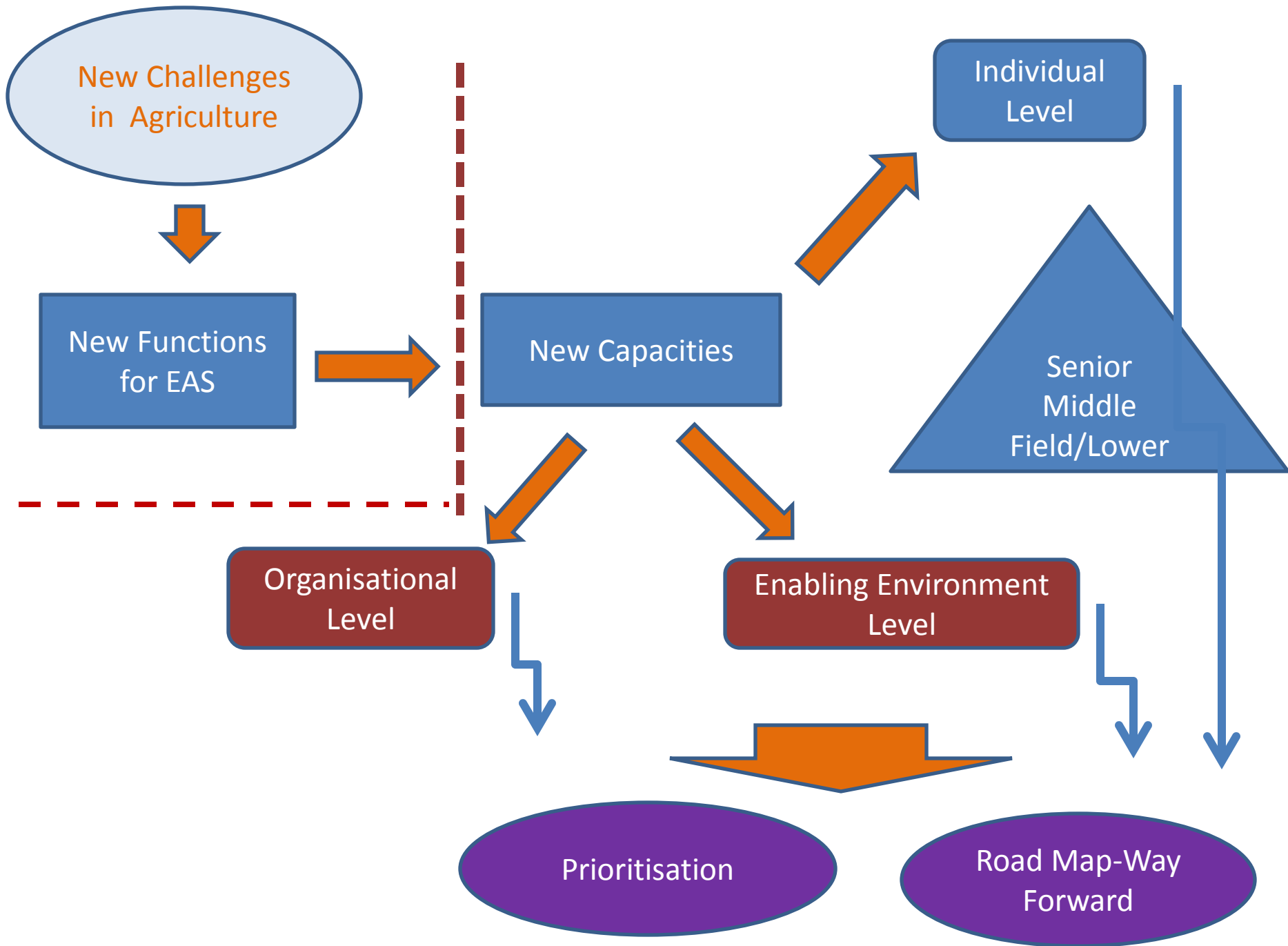
Beyond training, to transformation of individuals & organisations

## Capacity Needs Assessment- Different approaches

Incremental approach- building on existing capacities (where we are)

Identification of gaps (where we should be)





# Your Reflections/Feedback



# Capacity Needs Assessment at the Individual Level

## Group Exercise

Assessing new capacities at the individual level  
From where are we to where we should be going?

Participants reflect on the new capacities that are required or some of the existing capacities that needs to be strengthened at the (field, middle management, senior management) in EAS (irrespective of organisational affiliation)

# Capacity Need Assessment at the Organisational Level

# New Capacities at different levels

## Organisational

- Institutions that enable sharing, interacting, learning
- Strategic Management Functions
- Structures & Relationships,
- Processes, Systems and procedures
- Values, Incentives/Rewards
- Human and Financial Resources
- Infrastructure

# Appreciative Inquiry

Individuals reflect on significant past achievements in the organisations and identify factors that led to the success

# Appreciative Inquiry Approach

Paired card exercise.

Participants are paired and each  
one interviews the other.

Participants to reflect on the  
organisational elements  
that contributed to the  
success and record this in  
the card for each



# Group Exercise:

- Participants divide into 3 groups
- Each group selects a facilitator and presenter
- Each group reflects on the card exercise
- Each group identifies desired capacities at organisational level
- Each group presents the findings

# Next Presentation



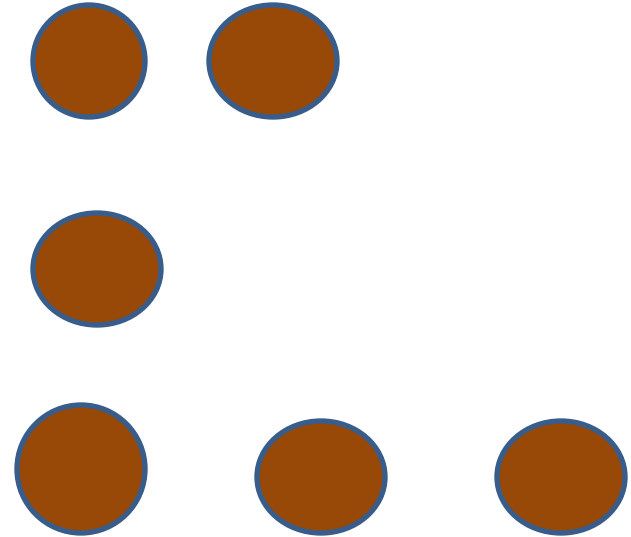
# New Capacities at different levels

## 3. Enabling Environment

- Macro economic policies, incentives to increase production
- Political commitment to agricultural development
- Availability of policy framework
- Capacity of policy making bodies to adapt policies based on learning
- Capacity and willingness of other actors to share resources and engage in joint action
- Institutions that facilitate collaboration
- Availability and access to inputs

# Prioritisation

Indicate 3 most important areas for capacity development in the list.



# Next Presentation

## The World Cafe

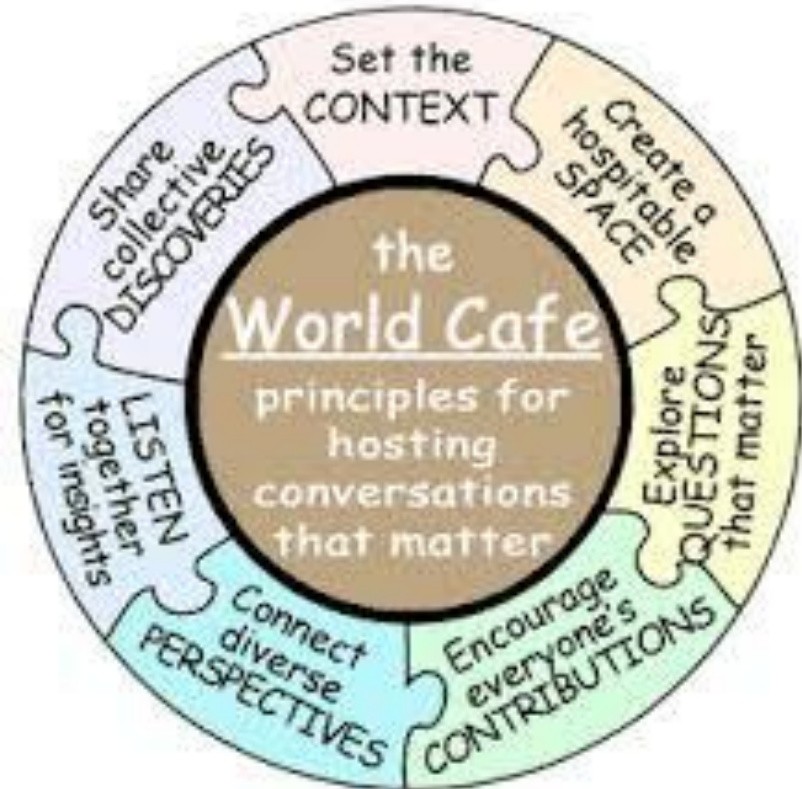
Group interaction method focused on conversations.

People sit around a table and hold a series of conversational rounds lasting for 10 minutes about the specific questions posed.

At the end of each round, one person remains at each table as the host, while the others travel to separate tables.

Table hosts welcome newcomers to their tables and share the essence of that table's conversation so far.

The newcomers relate any conversational threads they are carrying -- and then the conversation continues, deepening as the round progresses.



# Questions for World Cafe

Look at the 3 prioritised capacity development needs in each sheet (4 areas, one in each table) and develop a road map on strengthening these capacities

Individual (field)

Individual (middle management)

Individual (senior management)

Organisational

Who will do what and how?

Give suggestions

# Feedback

3 things you liked

PINK

3 things you think  
could be improved

# Thanks

