



Strategic Thinking and Capacity Development

Strengthening the foundations of effectiveness

We undertake a structured, focused approach to organizational development that begins with an analysis of the wider institutional environment and current organizational situation and capacity. We use standard organizational capacity assessment tools (OCAT), SWOT and PESTLE methodologies. We then design tools, implement, evaluate and use learning to improve organizational issues of interest. Please click on the link to download our full brochure.

Sustainable development, from communities to national government strategies, are anchored on strong institutions that have the capability to innovate and implement lasting solutions. Organisations drive change and strong organisations deliver transformational change for whole societies.

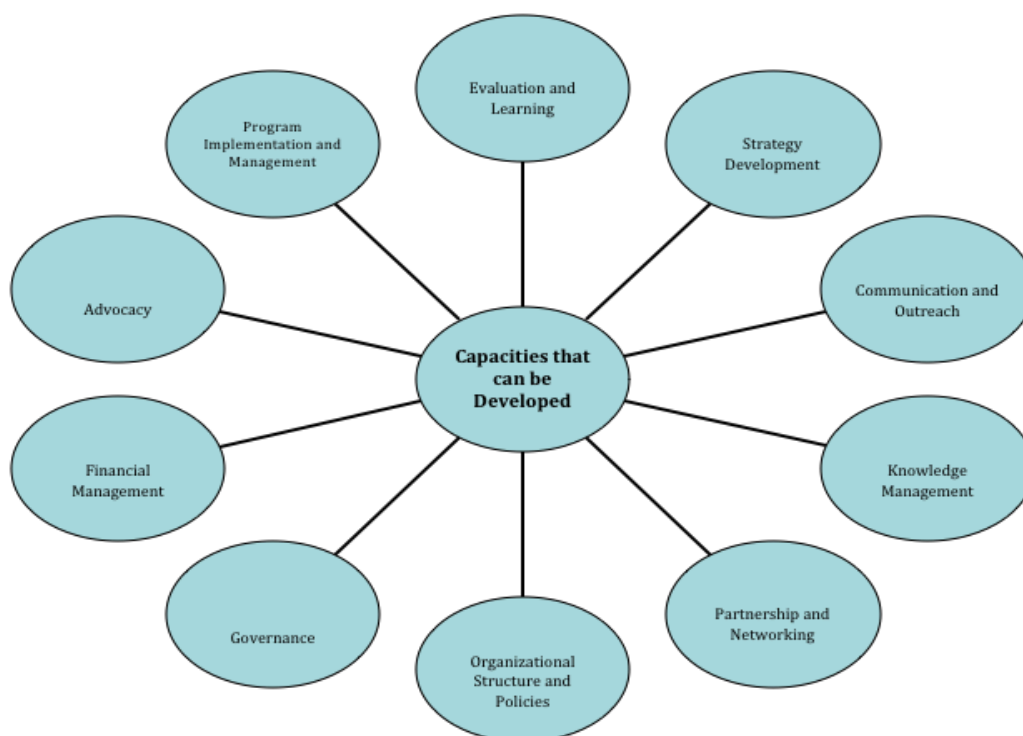
At Vision Quest we appreciate the importance of obtaining, improving and retaining skills and expertise by organizations and individuals. We understand the need by organizations and individuals to be properly equipped to competently carry out day to day duties. We understand that capacity development interacts with other sectors and therefore we tailor our approaches to get a holistic overview and develop sustainable solutions.

We undertake a structured, focused approach to organizational development that begins with an analysis of the wider institutional environment and current organizational situation and capacity. We use standard organizational capacity assessment tools (OCAT), SWOT and PESTLE methodologies. We then design tools, implement, evaluate and use learning to improve organizational issues of interest. We have worked with Government departments, UN agencies, non-governmental organisations in the region to deliver organizational development solutions.

Our thematic areas

1. Skills assessment
2. Institutional development
3. Financial resource development
4. Human resource development
5. Advocacy strategies and campaigns
6. Development of capacity building frameworks
7. Conducting capacity assessments

8. Formulating and implementing capacity development responses
9. Knowledge management strategy development and implementation
10. Strengthening of organizational systems
11. Governance
12. Evaluation and Learning



We have a team of experts in different sectors with the requisite knowledge and communication skills required for capacity building and development. We have over a decade of experience who are adept in skills and gaps assessment as well as formulating development strategies.

Past assignments

ORGANIZATION	ASSIGNMENT
USAID-ACDI/VOCA	County Steering Group (CSG) Strengthening Provide information on strengthening how the CSG work from regular information sharing and awareness raising platforms to robust platforms for multi-dimensional integrated long-term development planning and coordination for resilience programming which can contribute to increase the relevance, effectiveness, efficiency, sustainability and impact of resilience interventions.- Garissa, Isiolo, Wajir, Marsabit, Turkana and Samburu
Catholic Relief Services	Consultancy to Conduct Participatory Institutional Capacity Assessment (PICA) on Implementation of the Multisectoral Nutrition Approach in Marsabit and Isiolo Counties
The World Bank Group	Institutional Assessment of Public-Private Partnerships (PPPs) in the Wastewater and Sanitation sector in the Lake Victoria Basin

Frontier Counties Development Council (FCDC)	Analysis of the institutional, legal & policy framework for Peace Building and Social Cohesion (P & C) in the FCDC region
Kenya Redcross	Training and Governance on Leadership Finance and Project Management Results based monitoring and evaluation for MSM's in Mombasa and Malindi
Africa Economic Research Consortium	Support to Somalia Capacity Building: Needs Assessment and Institutional Mapping
UNFPA	Capacity development for the IPs on results-based management results-based M&E, Resource management, HAP, Reporting, RH Commodity management
UNDP	Capacity Development on Gender Mainstreaming, PCM, Gender Advocacy and Grant Management Skills for Gender focal points from across ministries as well as a civil society who have been appointed to sit on the inter-ministerial coordination body established by the gender machineries in all three regions of Somalia
UN Women	Institutional Capacity Assessment to Implement UN Women Programs in Somalia - CESVI, World Vision, COOPI, Caritas, SSW, SWDC, CED, OXFAM, ADESO, PSU, VSF Germany, ADRA among others
	Gender Responsive Budgeting – capacity building of actors on gender responsive national planning and budgeting Baseline Survey for Somalia County program and Strategic Note
UNICEF	Somalia's Nutrition Training Needs: Scoping Assessment
	Developing a Capacity Development Paper Strategic Paper and Costed Action Plan for Nutrition Human Resource Development in Somalia
International Solidarity Foundation (ISF)	Assessment of ISF staff's understanding of FGM
	Capacity development of IPs on Management. M&E, Leadership, and Governance in Somalia Analysis of staff's understanding and gaps in the capacity of FGM mainstreaming in Somalia
USAID Resilience Learning Programme (RLA)	Enhancing of the Southeast Kenya (SEK) Collaboration and Coordination through Joint Work Planning Processes in Makueni County. Implementation of the Joint Work Plan (JWP) Cycle of fiscal year 2021/2022 and the next fiscal year 2022/2023 to build off the analytic review of the relevance, effectiveness and efficiency and sustainability of County's strategic plans and integration of sector thematic groups
UNFPA	Development of Communication Strategy for Reproductive Health Programme in Somalia
	Development of the Somalia National Family Planning Costed Implementation Plan (CIP)

Danish Refugee Council (DRC)	Civil Society Learning in DRC Kenya Areas of Operation- Turkana, Mandera, Garissa and Nairobi
International Organization for Migration (IOM)	Strengthening Institutions through Diaspora Assistance in Somalia (SIDA-MIDA)- Public Financial Management, Justice and Health Project Evaluation
African Economic Research Consortium (AERC)	IDRC – AERC Support to Somalia Capacity Building: Needs Assessment and Institutional Mapping
Tax Justice Network-Africa (TJN-A)	Review of TJN-A's 2013-2016 Strategic Plan
UNDP	<p>Capacity Development on Gender Mainstreaming, PCM, Gender Advocacy and Grant Management Skills for Gender focal points from across ministries as well as a civil society who have been appointed to sit on the inter-ministerial coordination body established by the gender machineries in all three regions of Somalia</p> <p>Developed a gender mainstreaming toolkit for gender focal desks of government ministries departments and agencies</p>
CARE International	<p>Development of five (5) year Strategic Plan for the Ministry of Environment, Wildlife and Tourism (MoEWT)</p> <p>Analysis of the National Education and Teacher Education Policies</p>
COOPI	Development of a full proposal for the ECHO Humanitarian Action Plan