

# Papua New Guinea – Australia Transport Sector Support Program (TSSP)

Supported by the Australian Government - AusAID

## CAPACITY BUILDING FRAMEWORK

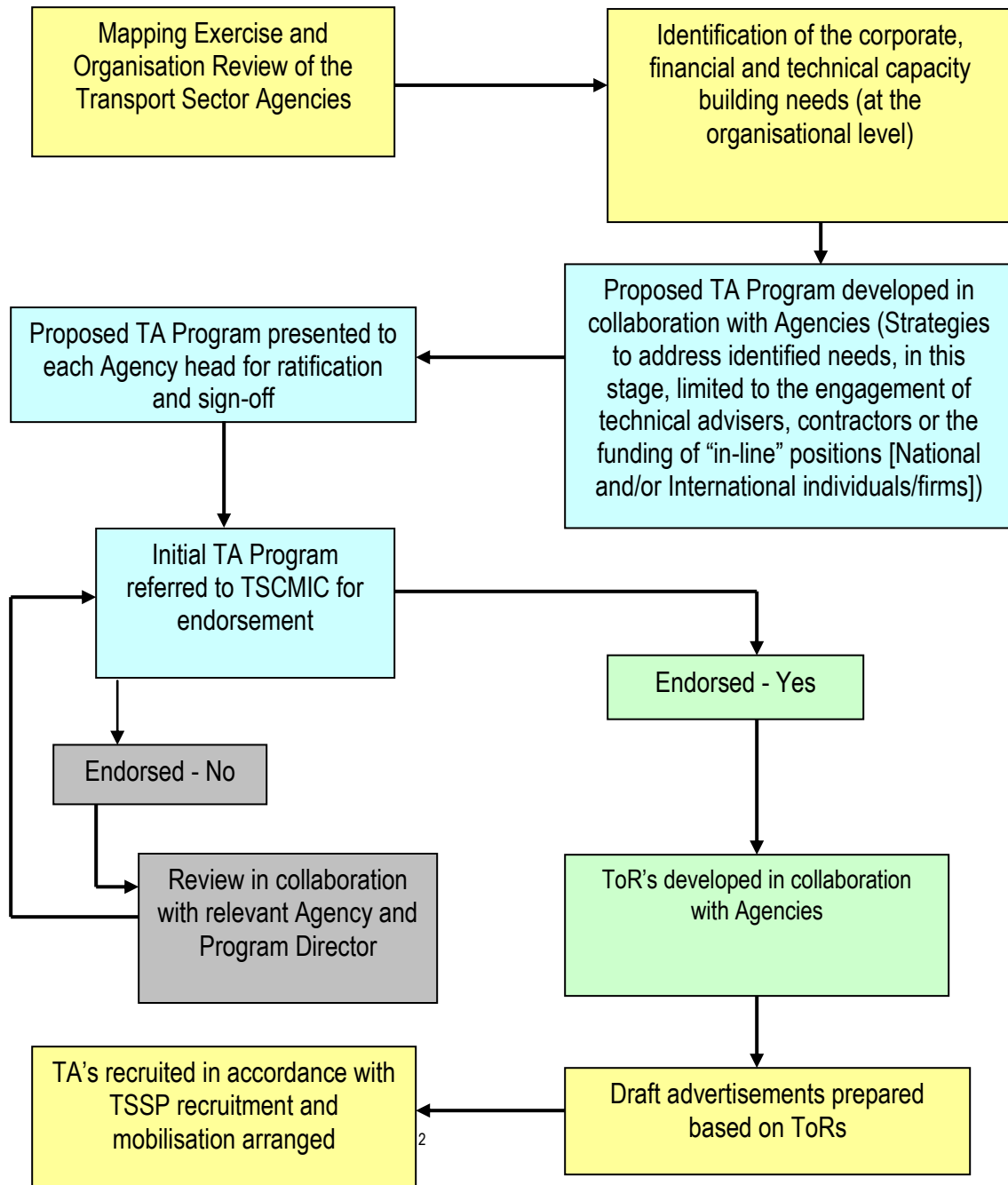
### Capacity Building Definition

*The process of developing competencies and capabilities in individuals, groups, organisations, sectors or countries which will lead to sustained and self-generating performance improvement.*

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## TSSP CAPACITY BUILDING FRAMEWORK

### Stage One – Development, Endorsement and Implementation of Initial Technical Assistance (TA) Program<sup>1</sup>



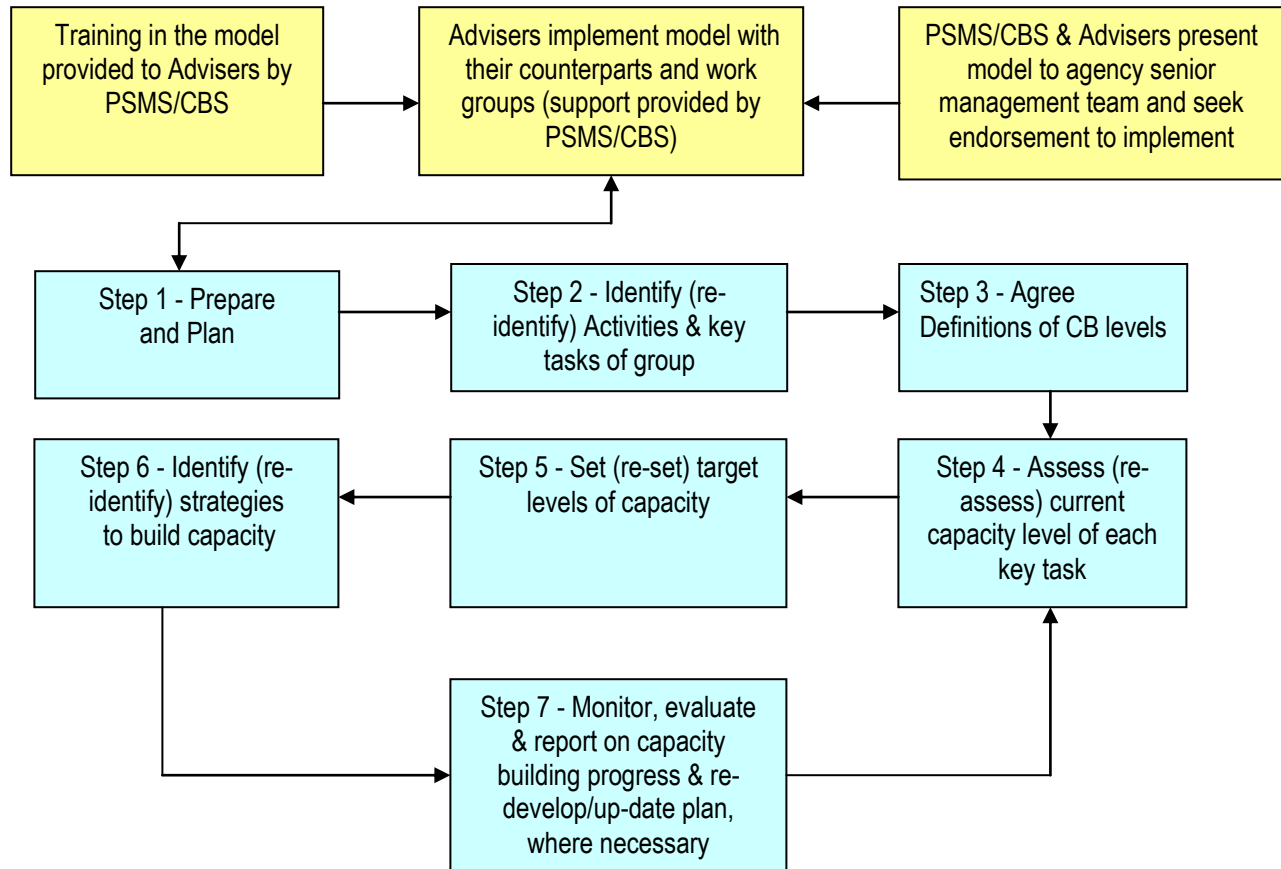
TSCMIC – Transport Sector Coordination, Monitoring and Implementation Committee

<sup>1</sup> Agencies capacity building requirements will be continually monitored and the most appropriate strategy to address identified needs determined and submitted to TSCMIC for endorsement to implement.

<sup>2</sup> Advisers will only be mobilised when counterparts are in place, available and committed to assisting their agencies build capacity.

## TSSP CAPACITY BUILDING FRAMEWORK

**Stage Two – Implementation of TSSP Staged Capacity Building Practice Model (based on the AusAID Staged Capacity Building Model)**



PSMS and/or CBS – Public Sector Management Specialist and/or Capacity Building Specialist

### Sample Capacity Building Strategies include:

#### Individual work specific learning processes

- Structured on the job training (usually teaching people to do a set task)
- Coaching (helping people to solve their own problems through asking effective questions)
- Mentoring (helping people work through their own career issues, providing guidance and support in career progression)
- Training others
- Leadership/modelling appropriate behaviours
- Work shadowing
- Learning journals

#### Work group learning processes

- Team learning through facilitated problem solving
- Learning circles
- Process reviews
- Work group reviews
- Critical incident learning – either review from a mistake or major event (e.g. annual budget process, annual corporate planning process)
- Team building
- Team retreats
- Development of “model” responses (e.g. check lists for regular tasks, standard response templates to common enquiries)

# TSSP CAPACITY BUILDING FRAMEWORK

## Stage Three – Development, Endorsement and Implementation of Capacity Building Strategies to Assist Organisational Development/Institutional Strengthening

