



Meeting needs, making changes, improving outcomes

Childhood Development Initiative

“Developing Skills Through an Evidence-Based Approach”

Presentation to Respond

Annual Conference

September 2012

Capacity Building:

- ▶ Who are the community?
- ▶ Building capacity for what?
- ▶ Ensuring relevance, value and purpose;
- ▶ Identifying and responding to need.



CDI's Mechanisms for Capacity-Building:

- ▶ Seven evidence-based programmes, each with integrated reflective practice mechanisms e.g. communities of practice; site visits;
- ▶ Programme specific training for practitioners;
- ▶ Coaching in The Community certificate and Diploma programmes (120+ participants);
- ▶ Seminar series;
- ▶ Restorative Practice (600+ adults and 100+ young people trained);
- ▶ Inter-agency area based response to improving service delivery.



CDI's Experience of What Works:



Volleyball Team with Minister Pat Rabbitte

What Works (cont'd):

- ▶ Identifying needs requires personal contact, strong relationships, an “ear to the ground” and an openness to being surprised;
- ▶ Different people need different things at different times – it’s a cyclical process.



Coaching Graduation

Challenges to Capacity-Building Processes:

- ▶ I know what you need;
- ▶ I'm afraid of you;
- ▶ I don't need anything;
- ▶ I know what's best for you;
- ▶ I know you're not interested anyway;
- ▶ You made your bed, lie in it;
- ▶ A leopard can't change it's spots.

