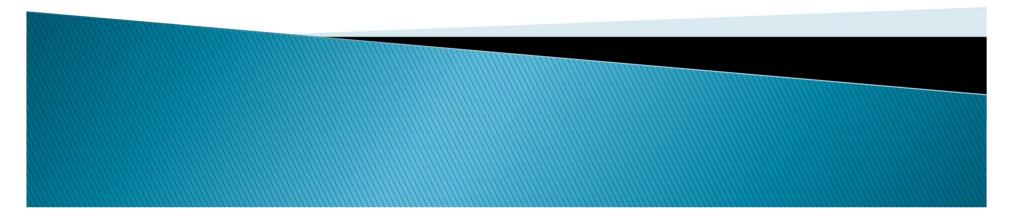


Childhood Development Initiative

"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.

