



GBVF NSP Collaborative

Introducing the Implementation Capacity Building programme

Over the past 12 months in the GBVF environment, the RRI have been experimenting with a new way of accelerating the implementation of the National Strategic Plan. Building on these experiments, the Implementation Capacity Building programme aims to assist the NSP Collaborative in translating the strategy's six pillars into action and delivering results at a district level.

The programme builds on work in the NSP Collaborative, where we provided facilitation and coaching support to institutionalise the proper enabling conditions for effective collective action, and organised a pilot project to reduce the backlog of interim protection orders in 11 courts in 6 provinces, as part of Pillar 3's activities.

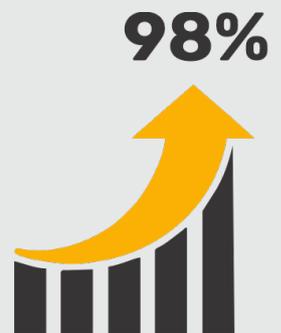
The pilot, conducted in partnership with the Department of Justice and Constitutional Development, focused on courts, some with the highest backlog of cases nationally.



It involved designing and supporting 100-Day Challenges in each court, where whole system stakeholders set 100-day goals and then designed and implemented experiments and plans to achieve these goals. This was all supported virtually due to the COVID 19 pandemic.

Initial results indicate that during the 100 days of the Challenge, 98% of backlog cases that were 90 days or older were resolved.

This was achieved with no additional resources and despite the pandemic constraints and delays. This pilot aimed at demonstrating what it takes to actually accelerate results on NSP objectives.



The purpose of the programme will be to replicate the experience of this pilot in all six Pillars of the NSP (focusing on one district for each Pillar), while supporting the pillars as they chart the path forward with transparent governance inclusive decision making, and structured collective action.

To set the stage for scaling the expansion of the pilot, the programme will not only include designing and launching 100-Day Challenges in each Pillar but also the training of 18 "100-Day Challenge Ambassadors" who will be designated by the Pillar teams, three from each Pillar. These Ambassadors will be trained and mentored before and during the 100-Day Challenges. The aim is for them to become the core group that will grow into a network of 100-Day Challenge Ambassadors that support structured collective action in the NSP strategy in the coming years.

Concurrently with this, the programme will involve:

- 1 Engaging provincial and district leaders so they create the enabling conditions for the success of these 100-Day Challenges
- 2 Supporting the Collaborative partners, so they extract insights from these 100-Day Challenges and use these to refine the individual pillars and the overall NSP strategy continually.

What is needed from Pillar Teams in the Coming Weeks?

Pillar teams will design the initial 100-Day Challenges and identify Ambassadors to participate in the learning programme. Three decisions need to be made:



Focus area for the initial 100-Day Challenge - chosen from the pillar NSP deliverables.



The district in which the 100-Day Challenge will be implemented.



3 participants for the experiential learning Programme.

Deciding on Focus Areas & Districts

To accelerate the delivery of the NSP outcomes, pillar teams will select as a focus area a key indicators from the NSP or an indicator that the Pillar team has collectively been working on. Certain activities can be easier shaped into a 100-Day Challenge than others. The questions below can help the Pillar teams select a focus area in a district.

- How big is the gap between current performance and the indicators in the strategy? How does this compare to other districts or national levels?
- How much impact do we think we can create within 100 days?
- To what extent does creating impact depends on intense collaboration, continuous innovation, and persistent execution?
- How dependent is performance on things that are entirely out of the control of districts?
- How much enthusiasm and support will this get from leaders and community members?
- To what extent do we have baseline data on this?
- How high a priority is this on the National Strategic Plan?
- To what extent will be working on this help us sharpen our strategic plan?

Selecting Ambassadors (Learning Programme Participants)

Each pillar will designate three representatives, one each from the Government, Civil Society and a Development Agency, to participate in the learning programme.

Participants will design and facilitate 100-Day Challenges, and they will support local leaders and a district team on the 100-Day journey during the learning programme. They will be immersed in the process and practices of a 100-Day Challenge, and they will strengthen their facilitation and coaching skills.

Part 1: Orientation

A Condensed version of a 100-Day Challenge to provide first-hand experience of the choreography and tools. Over a 2 week period, the activities will include:

- 4 x 90 min virtual session over a 2 week period.
- Time in between session to work on actions - 8 hours

Part 2: District engagement

Over a 4 month period, the scheduled sessions include:

- 4 x online modules with assignments - 3 hours per module
- 6 x 90 min virtual design & review session
- 4 x one-day in-person district events - may require additional travelling time
- 6 x Bi-weekly peer coaching calls - 60 min

Needless to say, the **Programme will be intense.**

Participants need to devote time to attend sessions and complete online modules and assignments. And importantly, there will be preparatory work and event facilitation that participants will need to do in between training sessions. It will be impossible to participate in the programme without the full and wholehearted support of the leaders in their organisations.

If pillar team members choose to join the programme and they have the support of their leaders, they can look forward to a tough but truly rewarding experience. Most importantly, Ambassadors will contribute to moving the needle on Gender-based Violence and Femicide and accelerated implementation of the NSP during the Program.

A good Ambassador is someone who...



Is passionate about ending GBVF.



Able to build trust with district leaders and teams and remain open to all sides of an issue.



All in: Excited to learn and practice and to carve out the time needed.



Can stand in the background and help others find their own solutions.



Enjoy assignments that challenge current mindsets and established practices.



Experienced in having worked on the frontline and in the GBVF systems at some stage.



Ready to practice new strategies and styles.



Conscious of the impact of inequity and how to communicate with a range of stakeholders from high-level officials, service providers, funders, and persons with lived experience.



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We will schedule a work session with each pillar team to introduce the programme and share guidelines on the three decisions.