

Capacity Building for Sustainable Growth

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ABSTRACT: Capacity Building tool kit comprises of the measurement and bench marking refers to the formation of six bench marks, vision, mission and strategy, service delivery with impact, leadership and governance, development of resources, internal management and operations and the strategic relationships and second tool kit refers to priority areas for building of capacity through the action plan and third tool kit refers to the implementation of action plan involves the linkage of resources through the source of web and finally apply the technique of learning through the reassessment. It is suggested to frame a team of board staff leadership comprises of the executive director/CEO to deeper understanding of the existing position of an organization.

KEY WORDS: *Capacity Building, Bench Marks, Priority Areas, and Implementation of Action Plan.*

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I. INTRODUCTION

Capacity building occurs through the activities of an organization development comprises of the program design, strategic planning, leadership development, program evaluation and design, board development and planning of the financial and the other resources. It is useful to enhance the performance of an organization and management through its international, mission and coordinated driven efforts, besides that it is also useful for better performance of an organizations.

Objectives : The following objectives have an adopted.

- 1.To examine the frame work of capacity building.
2. To know the relevance and process of the capacity building.
- 3.To examine the areas of achievement in congruent with the capacity building.
- 4.To identify the tools of the capacity building
- 5.To identify the suggestions for betterment of capacity building for sustainable growth.

II. METHODOLOGY

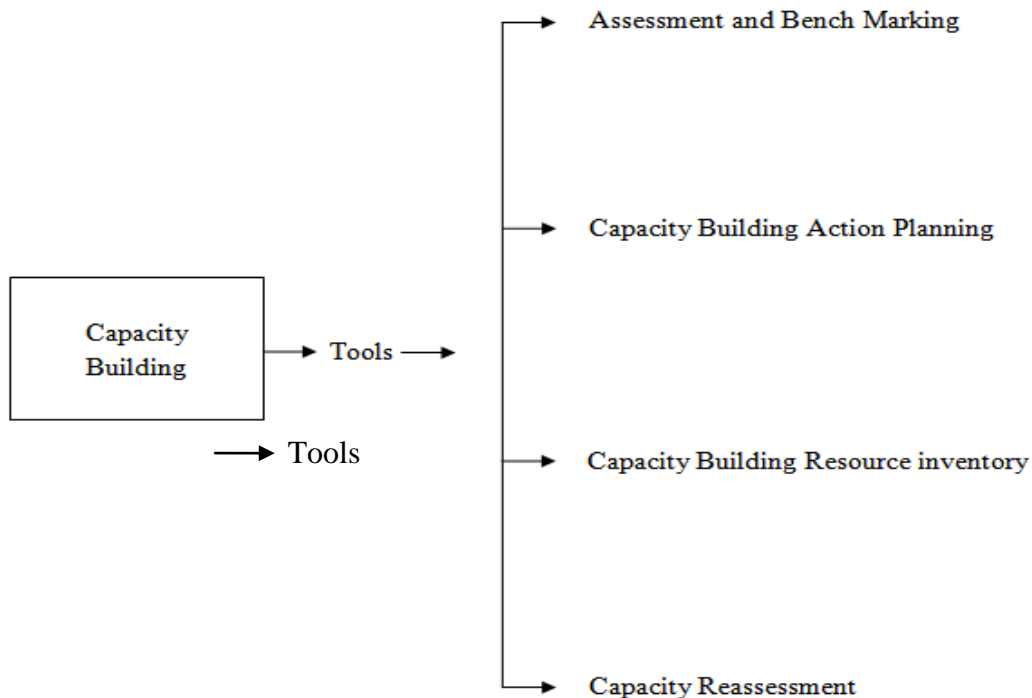
The data collected through the journals ,magazines and various websites.

Frame work - Capacity Building : It comprises of the mission, vision and strategy, service delivery and impact, strategic relationship, resource development and internal operations and management with governance and the leadership. The organization direction and its purpose are designed by the driving forces of the strategy vision and mission includes the planning of the strategic issues, organizational issues and the accountability. The reasons for the existence of an organization depends on the delivery of services and their impact. The organizational needs achieves through the internal operations and management, resource development and the strategic relationships. The leadership and governance acts as a lubricant for smooth running of an organization.

Relevancy of the Capacity Building: The capacity building relevant to the mission, vision and strategy (through organizational planning, accountability and strategic planning), strategic relationships (through the communications, collaboration, marketing and strategic restructuring), governance and the leadership (through the leadership development, board development and the succession), resource development (through the business planning and the fund development), service delivery and impact (through the programme design and development, measurement of an outcomes and evaluation and analysis of programme) and internal operations and management (through the management of human resources, financial resources, operations, technology and the risk)

Areas for Success-Capacity Building : The capacity building useful to enhance the outcomes through the efficiency, enhance the capability of an organization via effectiveness with the scale or reach and the additional assets or resources produced through the leveraged resources.

Capacity Building–Core Activities: The core activities of capacity building comprises of the assessment (fixation of standards, measurement of activities, identify the deviations and adopt the appropriate action to rectify the deviations), action planning (relevant to prioritize the growth areas, considers the goals and action steps and address **the priorities**), plan of action for starting congruent the technical assistance with the resources.



III. ENHANCE THE EFFECTIVENESS OF CAPACITY BUILDING

The following steps are required to develop the effectiveness of a capacity building, trace out the needs and building on existing capacities, transparent objectives, construct a criticalness through the right people, make an approach for an organizing programmes of capacity building at regional, state and global level.

Process of Capacity Building or Components of Capacity Building:

1. **Measurement and Bench Marking:** Initial performance of an organizational capacity of firms is a way to design the targetmarks for capacity building. It represents the six capacity elements, vision mission and strategy, service delivery with impact, leadership and governance, development of resources, internal management and operations and the strategic relationships. This tool is useful to bench mark at four levels of these six areas and also useful to find out the profits through the capacity of an organization.
2. **Action Plan through the Capacity Building:** The assessment and targets useful to frame an action plan for strengthening of capacity in a particular organization. It focuses on priority areas for building of capacity, fixation of appropriate targets for amelioration and set the appropriate activities to reach the expected gains.
3. **Implementation of an Action Plan:** In this stage organizations involved in linkage of resources, selection of a variety of options including the resources of capacity building available at national, state and local. It is useful to extensive gathering of resources through the web to improve the efforts of capacity building through the resource inventory of capacity building. The inventory more useful to execute the action plan of capacity building.
4. **Learning through the Reassessment:** The organizations reexamin the capacity of a firms with an certain interval to compare their levels of capacity with six elements of the initial measurement. This will help the organizations strengthen the activities of capacity building to contribute the up to the level of the mark.

IV. CONCLUSION AND SUGGESTIONS

The success of capacity building depends upon the strong leadership. It is suggested to frame a team of board staff leadership which comprises of the executive director/CEO, staff member of ED and other two members. Then it is possible to deeper understanding of the existing position of an organization.

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