Translate

Skill

- □□ Highly developed internal fundraising skills and capacity exist in multiple funding source types to cover all regular needs
- □□ Regular fundraising needs adequately covered by well-developed internal fundraising skills that exist
- □□ Main fundraising needs covered by some combination of internal skills and capacity
- □□ Have not assessed formally, and skill level of staff/s is/are not known

□□ Highly developed internal fundraising skills and capacity exist in multiple funding source types to cover all regular needs

> “ Highly developed: A combination of skills and capacity exist for various types of fundraising.

Reflection:

- No response required as we have high level skills and expertise both.
- Cannot map skills as fundraising function operates via a voluntary system (by board, founder etc.
- Others -

Action:

- No action necessary.
- Others -

Notes for Development:

1. A combination of skills and capacity exist for various types of fundraising.

2. A developed team with high level skills and capacity is in place and is functioning effectively.

3. Fundraising has been changing fast every year. Consider creating a system of periodic and regular assessment of team skills and capacity, if it does not exist now.

□□ Regular fundraising needs adequately covered by well-developed internal fundraising skills that exist

> “ Fairly developed: Internal fundraising skills are adequate to cover present need.

Reflection:

- Conduct skill mapping- how could it be done.
- Are our staff selection process very well developed to understand the skill set a candidate comes with?
- Cannot map skills as fundraising function operates via a voluntary system (by board, founder etc.).
- Others -

Action:

- No action required immediately but we will consider conducting periodic skill assessment as part of organization people development plans.
- Others -

Notes for Development:

1. Internal fundraising skills are adequate to cover present need.

2. Team capacity is well known, and limitations are not of any immediate concern.

3. Fundraising landscapes are fast changing all over the world. In this context, it will be very useful to plan periodic evaluation of team capacity as against the evolved macro-economic conditions.

□□ Main fundraising needs covered by some combination of internal skills and capacity

> Developing: Fair amount of confidence with present team capacity and skill.

Reflection:

- Conduct skill mapping- how could it be done.
- Are our staff selection process very well developed to understand the skill set a candidate comes with?
- Cannot map skills as fundraising function operates via a voluntary system (by board, founder etc.)
- Do we know well about the skill requirements for each position?
- Others -

Action:

- No action required immediately but we will consider conducting periodic skill assessment as part of organisation people development plans.
- Others -

Notes for Development:

1. Fair amount of confidence with present team capacity and skill.

2. It may be very useful for you to dig further and extract specific data on the degree of skills and capacity that exist.

3. Skills and capacity play different roles in providing an unique composite strength to a fundraising unit. It may be very useful for you to study the current balance of both (skill and capacity) in the present team.

□□ Have not assessed formally, and skill level of staff/s is/are not known

> Poorly developed: Skill level of fundraising professionals is not known.

Reflection:

- Why is it important to know the skill levels of specialists in an organisation?
- Conduct skill mapping- how could it be done.
- Others -

Action:

- Shall find out means to conduct a proper skill mapping and subsequent capacity building.
- Others -

Notes for Development:

1. Skill level of fundraising professionals is not known.

2. It will be useful to develop deeper understanding on specific capacity and skill development needs of fundraising staffs; fundraisers may run the risk of working in isolation and stagnation as well.

3. Consider conducting a technical and management skill assessment of all fundraising staffs; this will help in developing a long-term development plan for the team.