



Group Development Pakistan

Capacity Building Methodology

Group Development Pakistan (GDP) is a Pakistani Civil Society Organization (CSO) registered under Society's Act 1860. GDP believes in a democratic and humanistic society in which the most important stakeholders -children, are acknowledged, respected, empowered and protected from violence, abuse and discrimination. GDP follows a holistic, inclusive, eco-friendly, culture-sensitive, child-focused, systemic and human rights-based approach. GDP envisages that Pakistan will become a country in which each child is free from violence and discrimination and fully avails and exercises his/her fundamental rights to a life of dignity, safety and self-fulfillment as described in the United Nations Convention on the Rights of the Child (UNCRC) and other relevant international and regional human rights conventions/covenants/declarations/agreements ratified by Pakistan.

Capacity building is one of GDP's key areas of action that is essential to achieve GDP's goals and vision; it comes under the umbrella of GDP's '**Ujagar**' program.

GDP sees capacity building as a fundamental element of its communication exercise but also as a key component to equip various stakeholders, including children and youth, with knowledge and skills that contribute to promoting the enforcement of child rights in Pakistan. GDP's capacity building program intersects with the organization's advocacy and lobbying activities and focuses on generating a sustainable behavioural change that will support the policy and legal reforms as well as the implementation of the latter.

The **Ujagar**¹ programme is aligned with GDP's communication fundamental values and is structured around a capacity building cycle comprising the following steps:

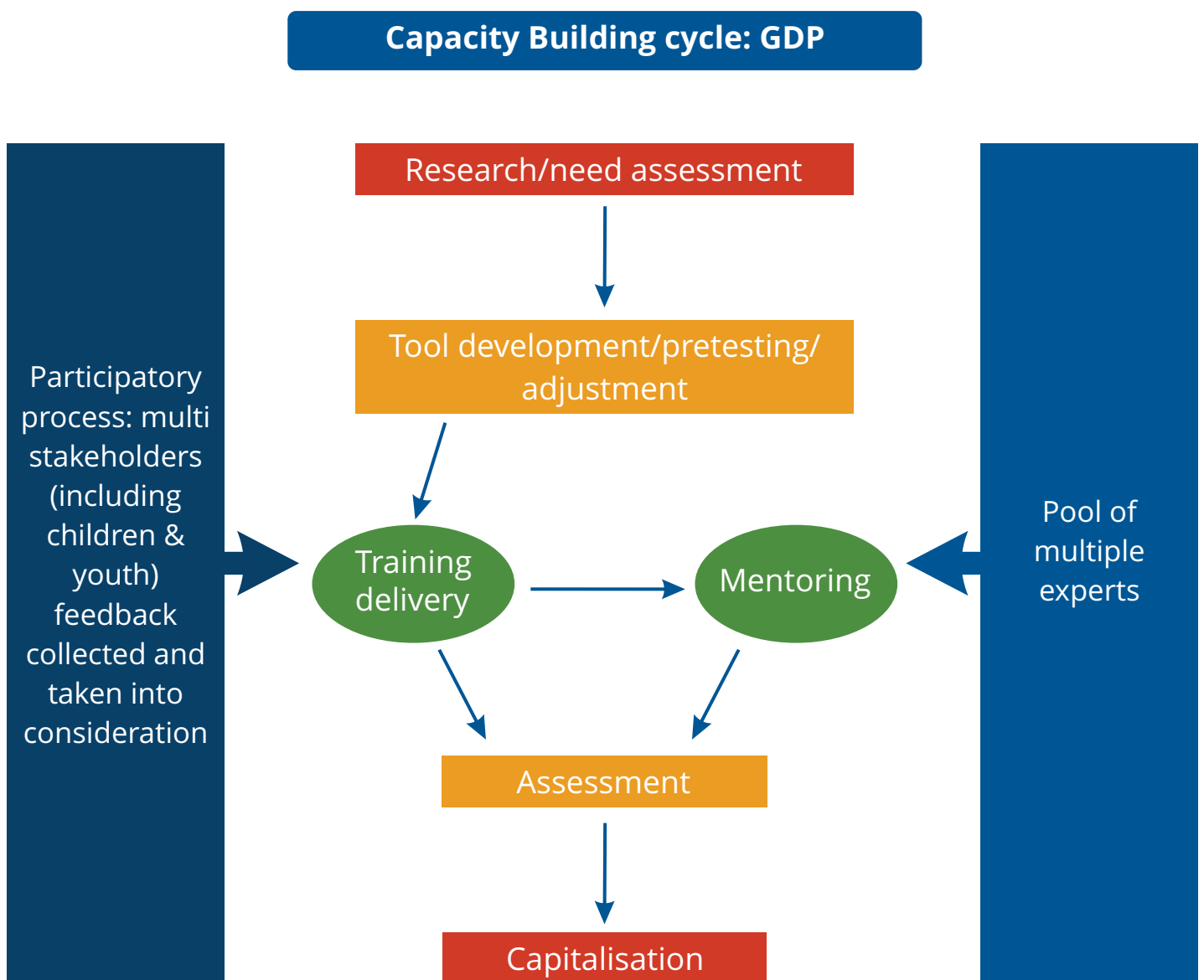
- Research
- Need assessment
- Dialogue with concerned stakeholders
- Development of a concept note
- Tool development
- Pretesting
- Incorporating feedback/adjusting the tools
- Delivery of training
- Feedback and on time adjustment of training delivery

¹Name of GDP's capacity building program.

²See GDP's generic communication strategy

- Training first assessment (pre and post comparison)
- Mentoring: trainees are included in a trainees group and followed up, resources/information are shared with/by/among them on a regular basis, refreshers are organized as per need.
- Experience sharing sessions are conducted with trainees
- Assessment: identification of encouraging practices and challenges, measurement of outcome/impact
- Capitalisation: based on documented evidence, trainings are replicated, adjusted, upscaled.
- New trainings may be designed with the capitalisation exercise.

Those steps are articulated as per the following cycle:



Each capacity building exercise is unique, cognitive, inclusive, gender and culture-sensitive and uses neuro-linguistic programming as one of its methodologies.



While conducting its capacity building activities, GDP always focuses on an inductive method that enables trainees to discover their capacities, their potential, foster their empathy and craft their empowerment as a key principle. **'Ujagar'** program aims to serve the best interest of the child and follows a do no harm policy as a fundamental ethical guideline.