



INTERNATIONAL ACADEMY OF APPLIED SCIENCES

CAPACITY BUILDING AND DEVELOPMENT

Overview:

This is a 'Program' developed to help build and develop the capacity of organizations and individuals, with the aim to maximize their potentials and optimize their resources towards achieving their ultimate development goals.

Target Audience:

- HR Managers and Officers
- Middle managers and supervisors,
- Team leaders
- Heads of departments and operational units

Learning Objectives of the Course:

The program is set to address three key areas¹ that need to be streamlined and aligned to function properly together; these areas include:

- Human capital development;
- Organizational development;
- Institutional and legal framework development.

The program will address the three key areas mentioned above under one comprehensive framework, highlighting the links and interconnectedness between them, while emphasizing that work on any one of them is but an insufficient step in the process of capacity building and development. Therefore, the following methodology is used to help beneficiaries/participants get the utmost benefits of joining this course, following the below conceptual structure:

- I. Provide clear definitions of concepts under each key pillar;
- II. Demonstrate the existing and potential links between the key pillars;
- III. Provide a battery of practical tools/templates to guide the processes of capacity building and development;

¹ <https://www.gdrc.org/uem/capacity-define.html>

- IV. Propose a set of practical recommendations and/or scenarios on the way forward (tailored as required for each organization/agency).

By the end of the course, you will develop the following 4 types of capacity:

Leaders and managers need 4 Types of Capacity:

1. Emotional Capacity
2. Intellectual capacity
3. Physical Capacity
4. Time Capacity

You will also learn the following set of actionable strategies to guide your practice in capacity building and implementation:

- 1) Internal professional learning
- 2) Network professional learning
- 3) External professional learning
- 4) Personal learning network

And you will develop the ability to compare and contrast these strategies in terms the following factors, and what will be the role of each level of leaders:

- Positive
- Negative
- Dependencies

Case studies and practical exercises.