



CAPACITY

Train the trainers



01. WHY DO WE NEVER THINK OF CAPACITY?

Intro, warm up, terminology

02. TRAPS

We need more...

03. OBSTACLES

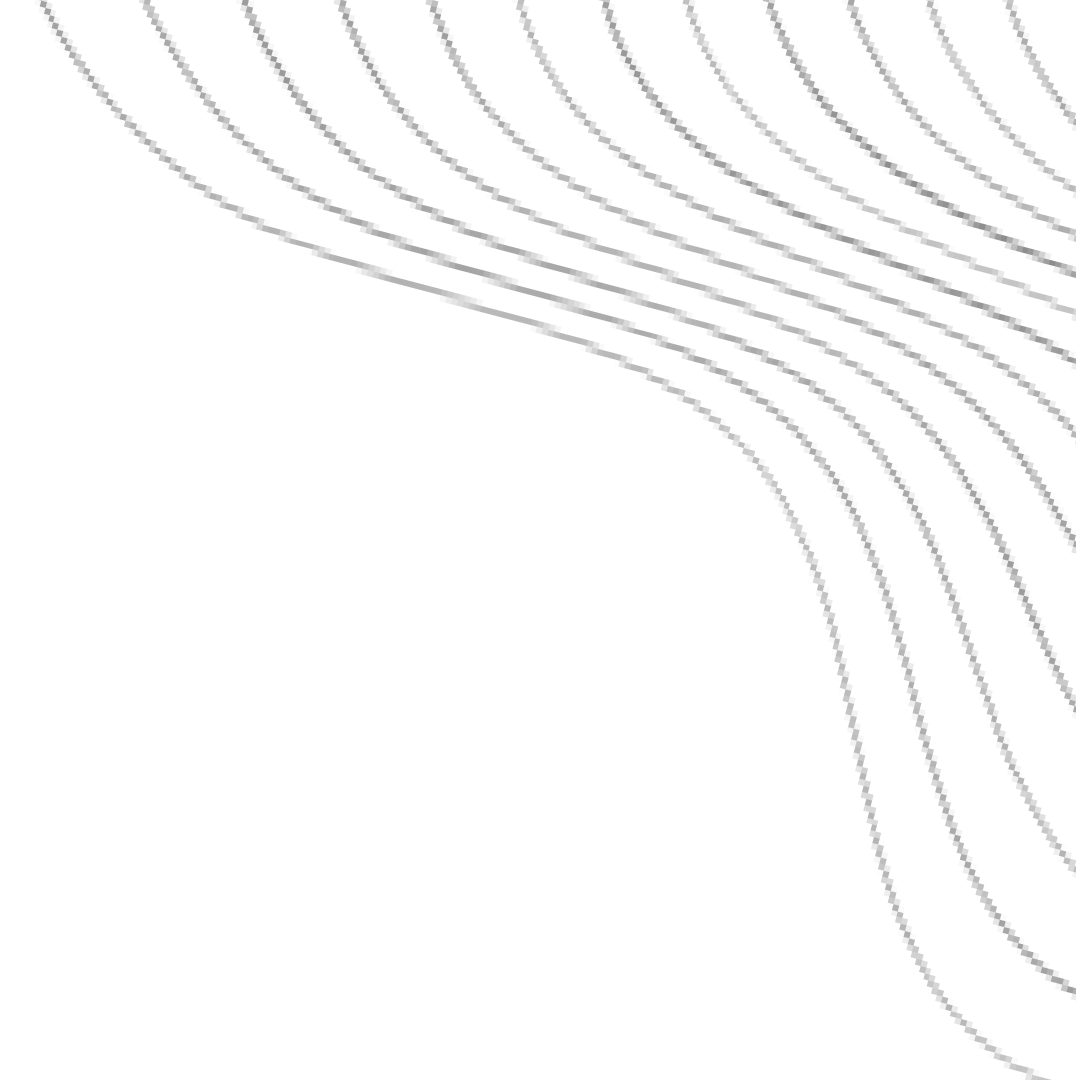
Know the obstacles

04. SHIFTING THE FOCUS

Other way around



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Why We Seldom Think About Building Organizational Capacity?



Intro & warm up

Why We Seldom Think About Building Organizational Capacity?



Let's discuss?



CAPACITY

Organizational capacity is an organizational ability to perform the tasks required to achieve the mission, stay efficient and sustain in the long term - **at its best.**

CAPABILITY

Conversely, capability refers to an **individual's capacity** or potential to perform a task. It might have to do with a person's aptitude or skills. Over time, these can be acquired and refined.



We need more...

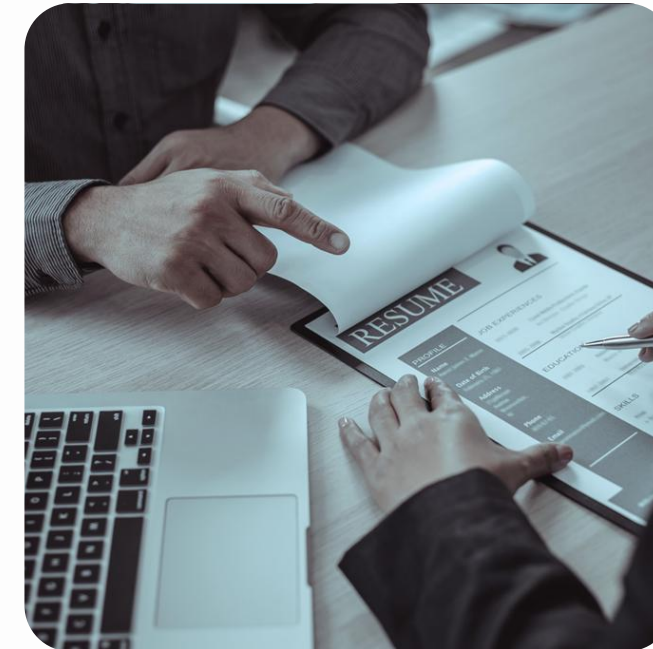
This trap often is one of the key reasons we neglect capacity.



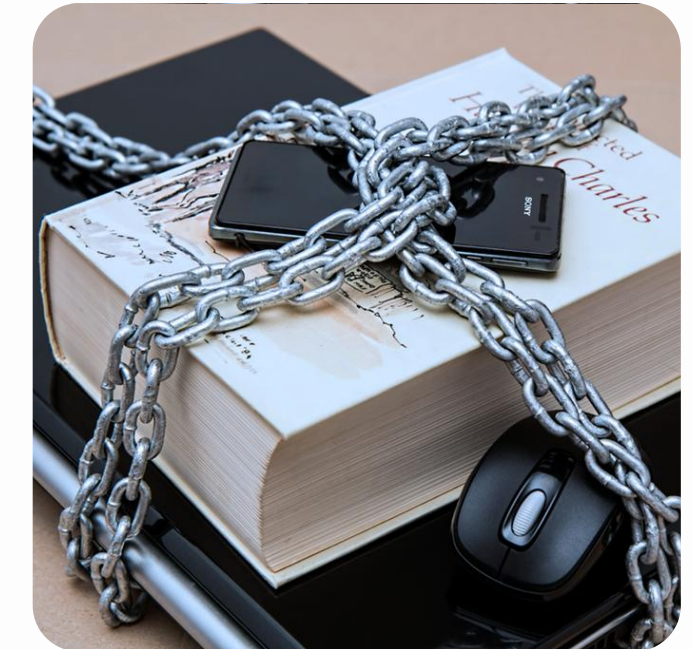
TIME



FINANCE



HUMAN
RESOURCE



ANYTHING
ELSE

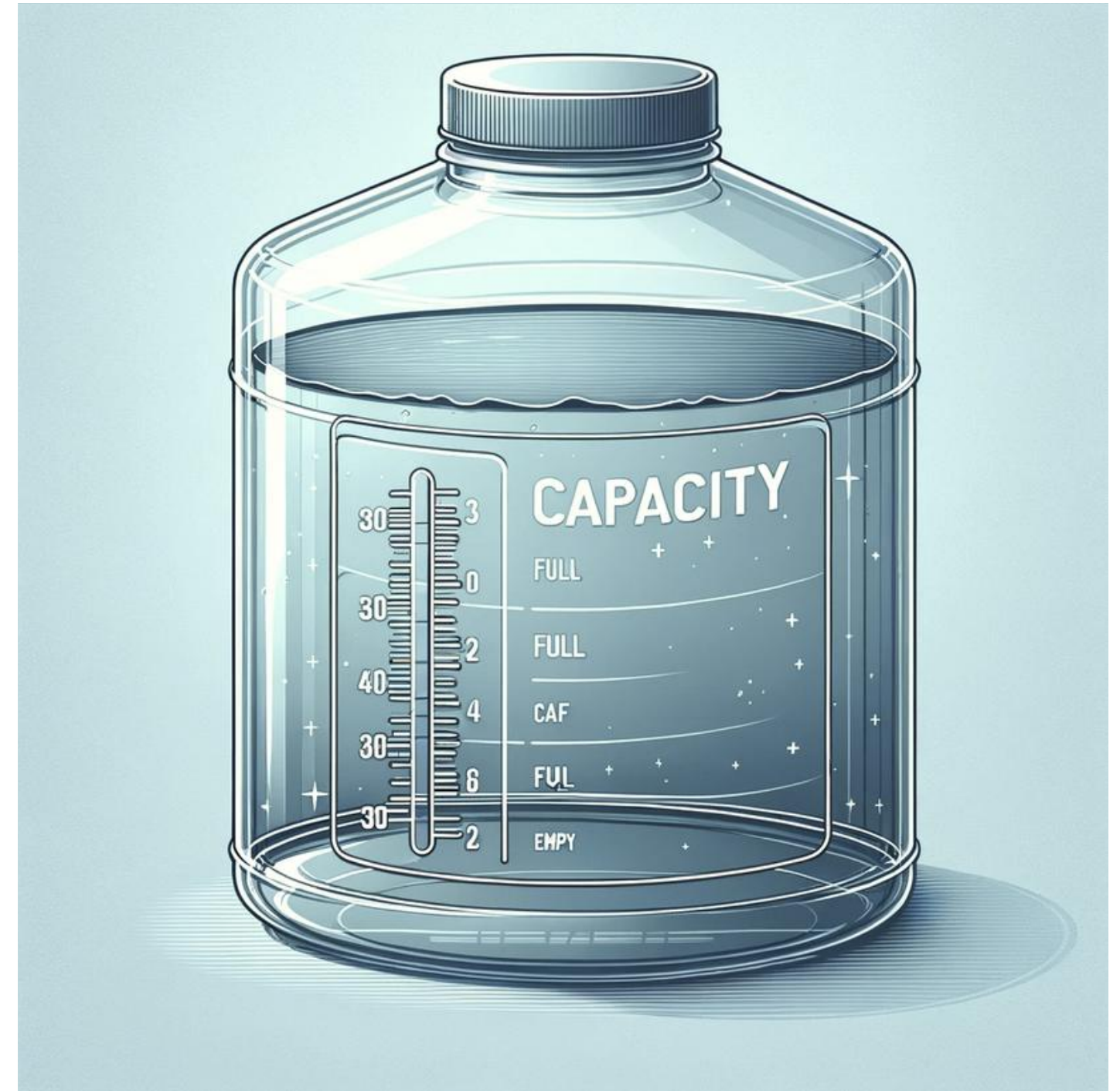


Grasp the multifaceted nature of capacity in organizations.

Technical capacity:
Specific knowledge and skills.

Core capacity:
Management abilities, will, attitude, and leadership.

Enabling environment:
External conditions facilitating capacity utilization





Key obstacles – urgency and routines



The Daily Grind

In the fast-paced world of daily tasks and responsibilities, organizations can find themselves immersed in the daily grind. This operational focus can lead to neglecting the broader perspective of organizational capacity, hindering long-term growth and adaptability.



The Urgency Trap

Organizations often prioritize urgent matters over important ones. While immediate issues demand attention, neglecting capacity-building initiatives can create vulnerabilities in the face of future challenges. It's essential to strike a balance between the urgent and the strategic.



Key obstacles – lack of focus



Misconceptions

Misconceptions about capacity building, such as viewing it as a luxury rather than a necessity, can impede progress. Let's debunk these myths and understand how investing in organizational capacity is an investment in resilience and future-proofing.



Lack of Awareness & Short-Term Focus

In many cases, the lack of awareness regarding the importance of organizational capacity is a significant factor. We tend to focus on immediate needs rather than recognizing that a robust capacity foundation is the key to sustained success.



Key obstacles— leadership&culture



Leadership Alignment & Capacity

One major obstacle in building organizational capacity is achieving alignment among leadership and being led by a professional leader. Divergent visions and priorities can hinder the implementation of cohesive capacity-building strategies, as well as lack of leadership.



Cultural Resistance & lack of engagement

Organizational culture plays a pivotal role in capacity building. Resistance to change embedded in the organizational culture can impede progress, as well as a lack of employee engagement can undermine the effectiveness of capacity-building initiatives



Key obstacles communication & implementation



Insufficient Communication

Implementing transparent communication channels ensures alignment and understanding at all levels.



Inconsistent Implementation

Developing standardized processes and ensuring uniformity in implementation help overcome this obstacle, fostering a cohesive approach to building capacity.

...Think About Building Organizational Capacity

One of the most significant obstacles is shifting the organizational mindset towards continuous improvement.

Overcoming resistance to change and instilling a growth mindset throughout the organization is pivotal.

Encouraging a **culture that embraces learning, innovation, and adaptability** is the foundation for successful capacity building.

Shifting Focus: Prioritizing Capacity Building

It's time to shift our focus. Prioritizing organizational capacity is not a luxury—it's a strategic imperative.

Before we embark on the journey of building organizational capacity, it's imperative to **identify existing gaps.**

Short intro – three critical capacity gaps

The capacity lies in the human element. Investing in continuous training enhances individual skills and collectively strengthens the organization. Recognize and harness the potential within your team to foster a culture of growth.

SKILLS

In the digital era, staying ahead requires embracing technological innovation. Assess your organization's technological infrastructure and explore opportunities for improvement.

TECHNOLOGY

A robust strategic plan is the compass that guides organizational growth. Evaluate your current strategic planning processes and refine them for agility and adaptability.

STRATEGY

Is there anything
more important
than skills,
technology and
strategy you can
imagine to build a
capacity?



Let's discuss!

Ways to improve organizational capacity

01

INVEST IN TECHNOLOGY

Technology can help boost organizational capacity by streamlining processes and communication.

02

DEVELOP A CULTURE OF LEARNING

Organizations should strive to create an environment that encourages employees to continuously learn new skills and enhance their existing ones.

03

CULTIVATE STRONG LEADERSHIP

It is essential that managers and leaders within an organization possess strong leadership skills in order to ensure that the organization is moving in the right direction.

04

FOSTER COLLABORATION

Teamwork and collaboration are key components of organizational capacity.

So what can be done to overcome obstacles and what could be benefits?



Let's discuss in brief!

Benefits

Building capacity ripples positive effects across an organization. It enhances efficiency, innovation, and adaptability, creating a solid foundation for **sustainable growth**. From increased employee morale to improved strategic planning, the benefits are transformative.





**“(...)The only sustainable advantage you can have over others is agility. That’s it. Because nothing else is sustainable, everything else you create, somebody else will replicate.
Jeff Bezos, Amazon Founder.”**



Do you agree that skills, technology and strategy form the core of capacity or agility is the contributing the most?



Let's reflect!

Your final thoughts –
Do you think your
organisation needs
to be agile?



Let's reflect!



THANK YOU

Have any question?

