

As part of DGMT's application process for an *Organisational Strengthening Grant* you will be asked to assess your organisation's strengths and areas of development. This document provides access to the self-assessment questions included in the online application form. Please also take note:

- You will be asked to involve your team in answering the questions;
- You will be asked to be as honest and accurate as possible;
- You will be reminded that there are no right and wrong answers; and
- If your score is below 5 for any section, except section 1, it indicates an area for strengthening.

MISSION

Do you think your mission is clear and specific enough?

- Our mission is very clear and specific, and drives our work
- We have a mission, but it's not well-defined
- We don't have a mission statement

STRATEGY

Is your organisation clear on the problem it is trying to solve?

- We're clear on the problem (3)
- We're busy researching the problem (2)
- We have a sense of what the problem is, but we don't have clarity/data on the specifics (1)

Have you identified a specific opportunity which if seized could solve this problem?

- We've identified a great, specific opportunity (3)
- We've identified an opportunity, but it is still a bit vague (2)
- We need some help in identifying a specific opportunity (1)

Do you have a clear strategy (strategies) for seizing the opportunity and turning it into a solution?

- We have a well-defined strategy and are implementing the solutions well (3)
- We have a strategy, but are struggling to implement it effectively (2)
- We're implementing programmes, but aren't clear on whether it is really strategic (1)

COMMUNICATIONS

How well developed is your communications function?

- Communications are central to our work and we have a number of platforms that we use for communication purposes e.g. website, newsletters etc (3)
- We would like to update/improve our communication tools (2)
- We don't yet have anything in place (1)

Do you take specific actions to learn from what you do?

- We have a structured process (and systems) for learning (3)
- We do, but it's mostly informal and ad hoc (2)
- We don't have a system to collect and share what we learn (1)

Are you actively seeking to influence broader thinking around the problem you are tackling?

- We are often asked to contribute to discussions, research, and policy development in our sector (3)
- We have started trying to influence our sector (2)
- This is not part of our strategy (1)

CONNECTIONS

Do you actively interact with local, national and/or international communities in your field?

- We interact regularly at all three levels (3)
- We are looking to renew/extend our interactions at multiple levels (2)
- We mostly interact just with our local community (1)

Are you knowledgeable about new developments in your field?

- We are on top of all the new developments, and use new knowledge in our work (3)
- We are growing our knowledge base (2)
- We're not sure how to find this kind of information (1)

Does the organisation share with and benefit from its networks?

- Yes, all the time! (3)
- We try, but are often too busy to prioritise it (2)
- Not as much as we could be (1)

PEOPLE

Do you have the right people (motivation, skills and knowledge) to lead your strategy/strategies?

- We definitely have the right people leading our work (3)
- We are short on certain skills/capacity in our leadership team (2)
- We struggle to find the right leaders (1)

Do you have the right mix of people to make things happen effectively?

- We have a good range of skills, perspectives, and experiences in our team (3)
- We are short on certain skills/capacity in the organisation (2)
- We are struggling to find the right mix of people (1)

Do you have any other critical skills gaps?

- No (3)
- Yes (tell us more in the comment box) (2)
- Not sure (1)

SYSTEMS

Does your organisation get a clean external audit every year?

- Yes, every year for the last five years (3)
- There have been some issues picked up in external audits (2)
- We haven't had an external financial audit (1)

Does your data system enable you to track progress month by month?

- Yes, we can do this (3)
- We can track some progress but there are clear gaps (2)
- No, we don't have a data system (1)

Do you have an effective, engaged, and independent board?

- Yes – our Board is independent, engaged, excellent at governance, and helps guide our strategy (3)
- Sort of – our Board is mostly great, but there are some key gaps (2)
- No – our Board is not independent/effective/engaged (1)