

## ANNEX

# Expertise of different WD colleagues

on capacity development

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**CORE acceleration team** · Capacity, Organization, Resilience & Excellence

## Arnold

Arnold is a results-oriented generalist with extensive experience in finance, governance, and international partnerships. He thrives on looking beyond just the numbers, innovating, and setting up new initiatives. Having ended his Benkadi grant manager role and strategic partnership developer for Ethiopia/Uganda, he has space for new initiatives. Arnold is closely involved with the setup of SRC's.

## Paul

Paul strengthens organizations by collaborating with partners to identify the real bottlenecks and opportunities, always tailored to their specific context. The OSA and other tools are used as resources, but the focus is on analyzing underlying causes and developing targeted improvement processes. Whether facilitating strategic sessions, providing organizational advice, placing the organization in the model of organizational growth, guiding self-evaluations and quality assurance, or conducting theme plan evaluations, his approach is always tailored to the specific context and needs. His analysis of organizational development needs forms the basis for targeted CORE team projects. For the strategy map facilitation, he combines collaborative skills with structured, reflective guidance, working intensively with senior team to create clarity, stimulate ownership, and support strategic thinking by drafting a strategy map during the facilitation.

## Sander

Sander focuses on broader organizational development, resilience, and leadership – complementing the OSA with the 5C approach and aspects of organizational resilience, organizational culture change, and leadership development. (Based on John Maxwell's principles for leadership and communication within teams.) Furthermore, he facilitates strategic processes and plans, as well as conferences and does one-on-one coaching. Furthermore, the use of the DISC tool can be discussed with teams and partner organizations.

## Regional strategists (North & South)

The regional strategist team has a solid mix of localized contextual knowledge and experience which is complemented with strategic WD knowledge of roles, policy and partnership history. This ensures a well-rounded and strategic team that is able to translate and connect global shifts to WD roles and partner requirements (strategic and operational).

## Shared Resource Centers (SRC's)

In Uganda (and from end 2026 also in Benin) Shared Resource Centers as well positioned for capacity development and advice on finance, PMEL, business development and project management. A SRC could also contribute on certain specific tasks when temporarily specific knowledge is needed or structural support is desired.