



Institutional Capacity Accompaniment

To support the capacity of organizations, Papyrus offers a menu of services and a process of accompaniment.

Menu of Accompaniment Services

Executive Navigators. These experts are assigned to your team to help assess, action plan, and maintain momentum. They help establish your team's learning plan and curate our blend of in-person and online offerings. They ask probing questions to facilitate self-discovery and problem-solving.

Assessment and Action Planning. Organizations with mature systems, experienced team members, and a capacity to examine organizational gaps openly and honestly can choose to self-implement using our online tool with easy-to-follow instructions. A facilitated process is also available. Both result in a Capacity Action Plan that can be: 1) self-implemented, 2) accompanied by technical assistance, or 3) completed by hiring through a vetted marketplace of service providers.

Technical Helpline. A pool of fractional experts is available on an hourly or daily basis, offering a range of expertise to help teams complete action items and maintain momentum. These experts have a wide range of templates and tools that can be shared to guide the development of tailored tools, processes, and systems for the organization.

Deep-Dive Technical Assistance. We offer in-person and online deep dive consultancies for organizations requiring more focused assistance. These typically consist of support on topics like cost accounting; design and set up of monitoring, evaluation, and learning systems; human resources management; impact data visualization; and governance.

Online Group Coaching. Your designated staff can join group sessions with participants from other organizations. Sessions are practical and participative in format and enable you to apply tools that help your organization work through how to enhance specific capacity areas identified as key.

Standard or Custom Training. In-person and online training may be needed and is available using either standard or custom modules to accommodate specific needs and to suit various sizes and types of teams. Common course offerings include Consortium Management, Monitoring and Evaluation, Financial Management, Good Governance, and Project Management.

Humentum Online. Our team has partnered with Humentum to offer self-paced online learning courses, facilitated training, peer-to-peer learning, communities of practice, and downloadable tools. Our navigators are trained to ensure that there is a learning plan in place and in alignment with your capacity action plan.

*Papyrus has accompanied over 2,000 organizations across Africa and in Haiti. Our capacity accompaniment model has been successfully implemented with **200 African organizations in 14 countries** through a partnership with the Mastercard Foundation.*