

Organisational Development

A preliminary overview

The European Foundation Centre undertook a survey to better understand existing organisational development practices among its members. The results of the study served also to inform the launching event of its newly created community of practice focusing on organisational development support.

20 organisations from 12 countries responded, working on different issues ranging from **climate change**, to **health, research, gender equality, arts & culture, education, civil society, migration, social and economic inclusion, human rights**, and many more.

Do you provide organisational support to your grantees beyond project / activity-based funding?



20 Yes
2 No

We do not provide grants. It is not our model of philanthropy

Do you seek to assess and document your grantees' organisational challenges?



18 Yes
4 No

What kind?

Capacity-building support (strengthening staff competencies)	15
Organisational development support (reviewing and strengthening organisational internal practices, structures and processes)	14
Unearmarked core support	11
Earmarked core support	8

How?

We provide peer-learning opportunities for our grantees	12
We identify the needs with our grantees and then hire consultants to provide that support	12
We provide financial support and let our grantees spend it as they see fit	9
We provide skills-building opportunities for our grantees staff	7
We have dedicated staff that provide hands-on, technical support	6
We delegate everything to external consultants	2

How?

Programme officers' document their observations	10
Through an organisational audit	7
Through one-on-one interviews with grantees	7
Through a regular grantees' survey	3