



# FAO CAPACITY DEVELOPMENT

LM 1

LEARNING MODULE 1

## ENHANCING FAO'S PRACTICES FOR SUPPORTING CAPACITY DEVELOPMENT OF MEMBER COUNTRIES



## NOTE TO THE READER

Thank you for taking the time to read this FAO Learning Module on Capacity Development. This module is the first in a series which will become available through the end of 2012.

All information regarding the Learning Modules will be published on the FAO Interdepartmental Working Group on Capacity Development Intranet website:

**[http://intranet.fao.org/fao\\_communications/idwgcd](http://intranet.fao.org/fao_communications/idwgcd)**

We would like your feedback and impressions on the Module. A link to the Feedback Survey is provided on the above website. We ask that you take the survey. It will take only ten minutes. Your feedback is very valuable to us!

Thank you,  
FAO Capacity Development Team  
Office of Knowledge and Capacity for Development (OEKC)

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## FOREWORD

It's my pleasure as Chair of the Interdepartmental Working Group (IDWG) on Capacity Development to introduce this learning module on Enhancing FAO's practices for supporting Capacity Development of Member Countries.

The module is the first of a series that the IDWG, under the leadership of FAO's Knowledge and Capacity for Development Branch (OEKC), has produced. It reflects the multidisciplinary nature of Capacity Development, which cuts across the entirety of the Organization, and the importance that FAO's management and staff give to it.

The Corporate Strategy on Capacity Development, endorsed by the Director-General in August 2010, promotes a new mode of action that requires adaptation and change inside of FAO. The need for change was reiterated by the Evaluation of FAO's Activities on Capacity Development in Africa and management's response to it.

Providing a common understanding of Capacity Development and improving FAO's competencies in delivering better Capacity Development approaches are essential to accompany FAO staff along this change process.

I truly believe that this module will be useful for FAO staff and consultants who want to keep up to speed with the evolving Capacity Development practices taking place in the international development community, and be able to contribute more effectively to FAO's work.

A special thanks to InWEnt Capacity Building International for their contribution to the development of this module.

Enjoy your learning!



ANTON MANGSTL, DIRECTOR, OEK  
CHAIR OF THE IDWG ON CAPACITY DEVELOPMENT

## ACRONYMS

AAA	Accra Agenda for Action
ARD	Agriculture and Rural Development
CD	Capacity Development
CP	Country Programming
ECPDM	European Centre for Development Policy Management
FFS	Farmer Field Schools
GMOs	Genetically Modified Organisms
IDWG	Interdepartmental Working Group
IEE	Independent External Evaluation
KEPHIS	Kenya Plant Health Inspection Services
M&E	Monitoring and Evaluation
NAPC	National Agricultural Policy Centre
NGO	Non-governmental Organization
ODA	Official Development Assistance
OECD-DAC	Organization for Economic Co-operation and Development - Development Assistance Committee
OEKC	FAO's Knowledge and Capacity for Development Branch
RBM	Results Based Management
TCP	Technical Cooperation Programme
TCPR	Triennial Comprehensive Policy Review
UNDG	UN Development Group



## OVERVIEW AND OBJECTIVES OF THIS MODULE

The purpose of this learning module is to provide FAO staff and consultants at all levels with a basic understanding and knowledge of Capacity Development (CD), reflecting the international debate as well as FAO's perspective on CD. It also provides some key concepts for adopting changes in responsibilities, behaviours and attitudes that are consistent with FAO's new role in CD.

Specifically, by the end of this module you will have gained a deeper understanding of:

1. the evolving role of CD in general and in the context of FAO's work
2. the challenges and success factors that are key for an effective CD practice – one that leads to sustainable outcomes and impacts in Member Countries
3. key principles, concepts and methodologies suitable for promoting CD
4. your own role in supporting an enhanced CD practice in FAO

By providing an in-depth perspective of CD in the core business areas of FAO, this module is fully complementary to the UN Development Group (UNDG) e-learning course on CD, which addresses all areas of development. It will be followed by other in-depth modules that will look at mainstreaming CD more specifically into FAO's work.

