

CLA at USAID/Uganda

What does it look like?

June 4, 2013

Incorporating CLA into our DNA

- Building brand awareness
- Naming champions
- Learning how to draw it...and knowing it when you see it
- Creating learning agendas and filling knowledge gaps
- Building upon what exists
- Creating the pause for reflection
- Enabling the adaptation
- Integrating organizational development
- Tailoring to a Mission

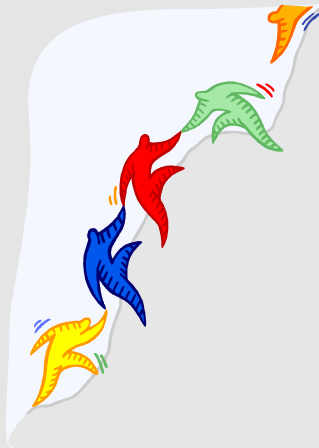


Building Brand Awareness

- Branding the concept helps to market it
- “CLA it”
 - Fits every part of speech
- Allows for a modular C, L or A, while reinforcing all 3 components

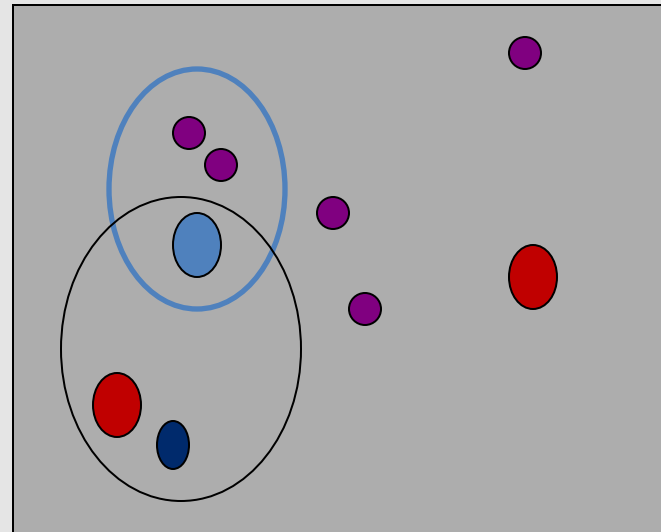
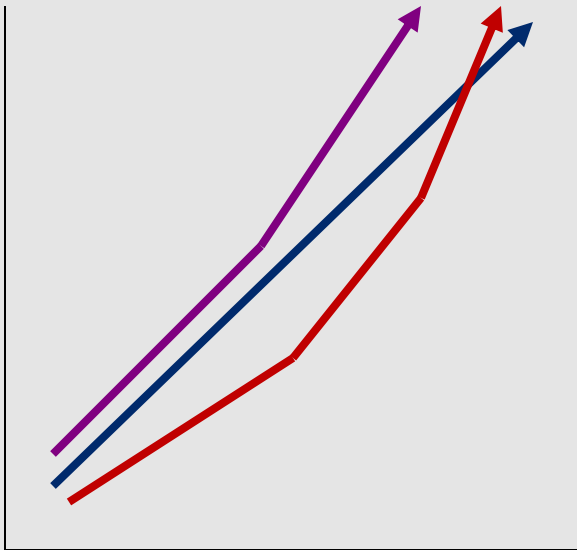
CLA

Naming Champions

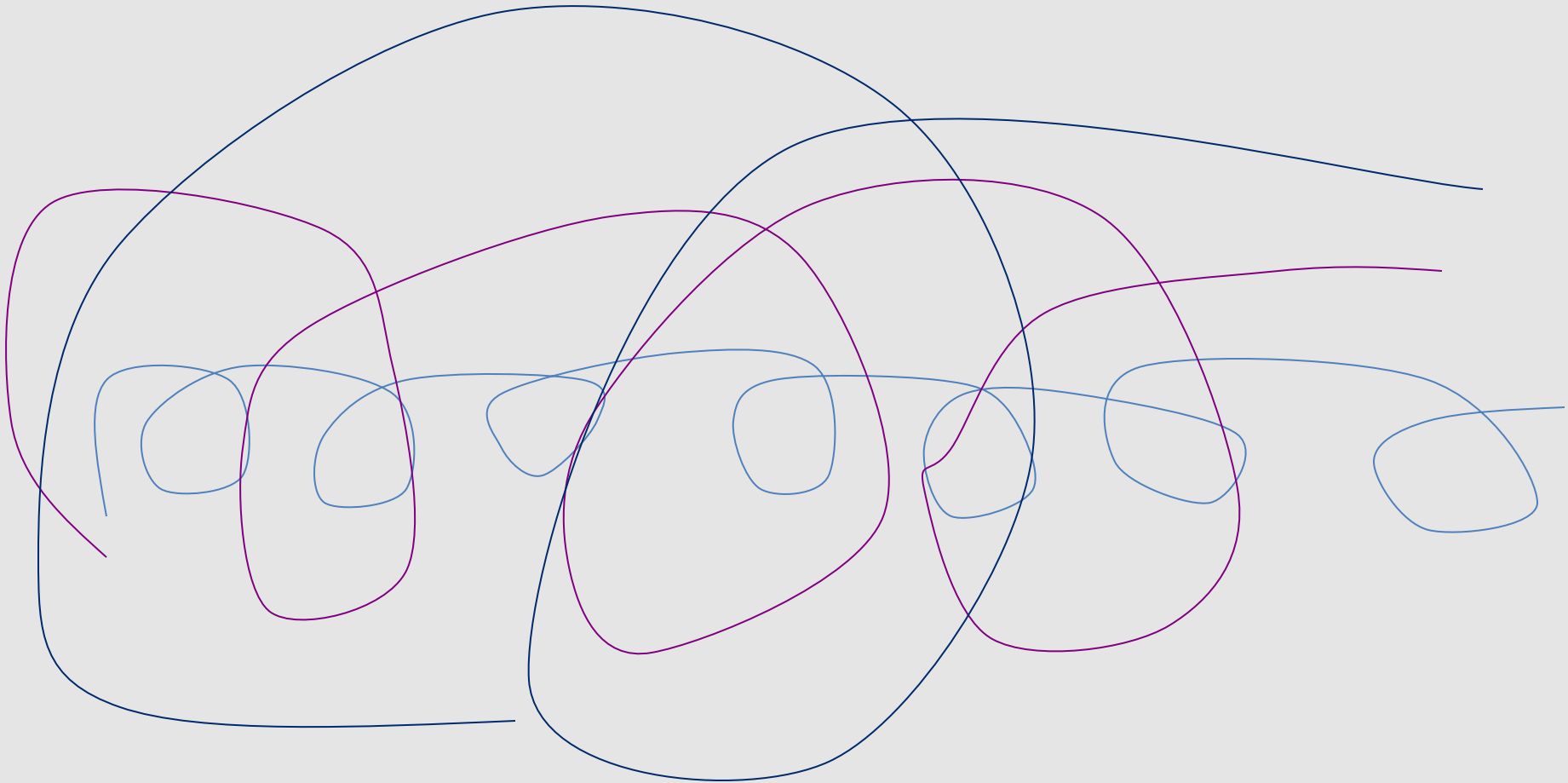


- CLA Advisor puts a name to it
- Top-level support, visibility
- Champions
 - Across CLA disciplines
 - Across technical and support offices

Learning How to Draw It...And Knowing It When You See It



Or is it this?



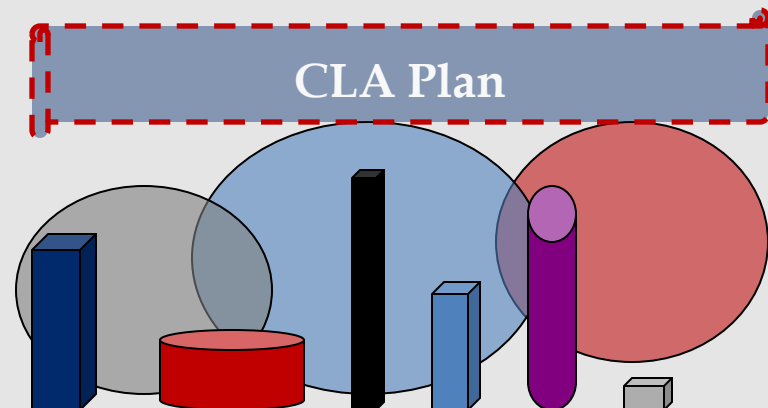
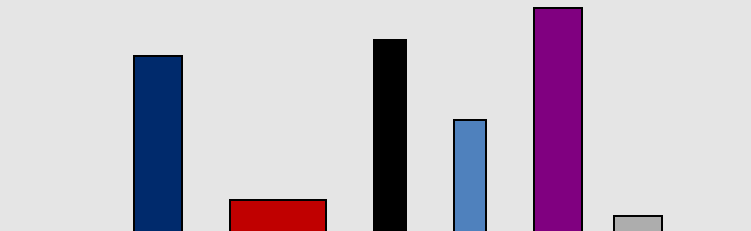
Creating learning agendas and filling knowledge gaps

- Conducting high quality evaluations
- Connecting with local evaluation community
- Imagining learning reviews



Building upon what exists

- Connect top-down ‘system strengthening’ approach with bottom up ‘service delivery’ approach
- Shifting the tone of partner meetings
- Lifting portfolio reviews ‘up a level’



Creating the pause for reflection

- Activity-level ‘learning moments’
 - *A/la* Community Connector
- Extracting tacit knowledge
 - *A/la* Halfway moments
- Connecting lessons across silos
 - *A/la* PMTs



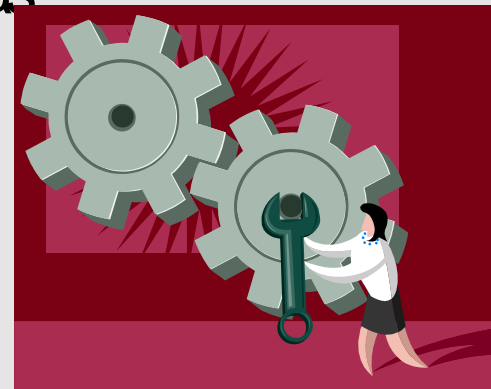
Embracing adaptive management



- Asking “What will change?”
- Building in the adjustment
- Resetting partner expectations & building trust from the start

Integrating organizational development

- Retreats, teambuilding and workshops as opportunities to reinforce trust, value learning, strengthen knowledge flows
- Aligning management approaches, structures and processes with technical objectives



Tailoring to a Mission

- Menu of activities
- Evolutionary
- Iterative



What will you visualize?