

Organisational Capacity Building

We help organisations develop the collective capability they need - not by importing expertise, but by growing it from within.



CONTEXT

We know capacity is not just about skills. It is about whether the organisation can genuinely do what it needs to do.

Organisational capacity is the collective ability to deliver. Not just individual skills, but the combination of capabilities, systems, confidence, and practices that allow an organisation to do what it needs to do - reliably, sustainably, and at the scale that matters.

Many capacity building programmes focus on training individuals. Important, but incomplete. An organisation can be full of skilled people and still lack the collective capability to deliver - because the systems, structures, and culture do not support them. The capacity of the organisation is more than the sum of its parts.

We help organisations where...

You want to grow your own capability - so the organisation gets stronger over time, led by your own people.

You want your people to be able to develop the organisation themselves

We help you build the internal skills and confidence to keep improving independently

You want learning and development to be part of how work happens, not separate from it

We help you embed capability building into the daily rhythm of the organisation

You want growth that's sustainable, not dependent on external support

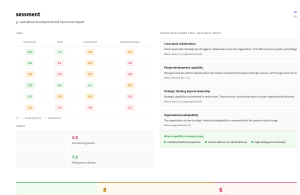
We help you build something that compounds - where capable people develop other capable people

You want capacity that keeps pace with your ambitions

We help you build the foundations so growth strengthens the organisation rather than stretching it

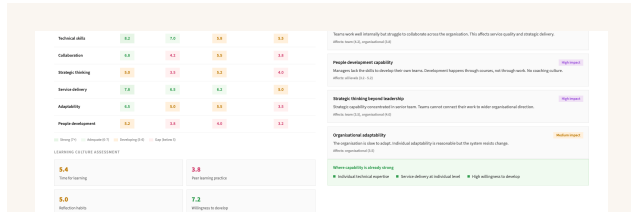
Capacity is an ecosystem property

An organisation's capacity is not just the skills of its people. It is the combination of individual capability, team effectiveness, leadership quality, operational systems, learning practices, and cultural conditions that together determine what the organisation can do. These are all connected - building one without the others rarely produces the results you need.



Four connected areas of work

Every organisation's capacity needs are different. But our organisational capacity building typically moves through four connected areas - understanding where capacity is strong and where it falls short, designing a development approach that works at every level, building capability through practice, and creating the conditions for ongoing growth.

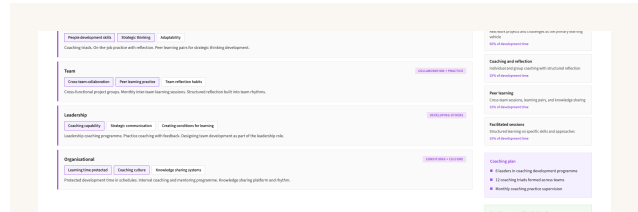


01

Understand

Capacity gaps are not always obvious. Sometimes the issue is clear - the organisation does not have the skills it needs. But often the gap is more subtle. The skills exist but the systems do not support them. The capability is there individually but not collectively. The organisation can perform well today but lacks the capacity to grow.

A clear picture of organisational capacity - what is strong, what needs developing, and where the systemic conditions need to change to support growth.

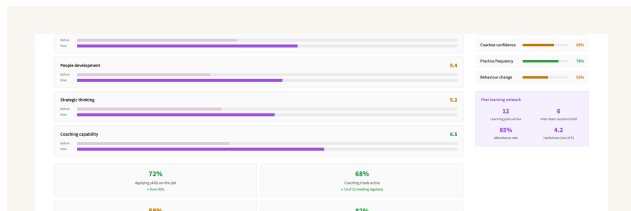


02

Co-design

Effective capacity building works at multiple levels simultaneously. It develops individual skills, strengthens team effectiveness, builds leadership capability, and creates the organisational conditions for all of this to stick. Designing it requires input from the people who understand where the gaps are and what would make the biggest difference.

A capacity building approach designed for your specific context - working at individual, team, and organisational levels simultaneously.

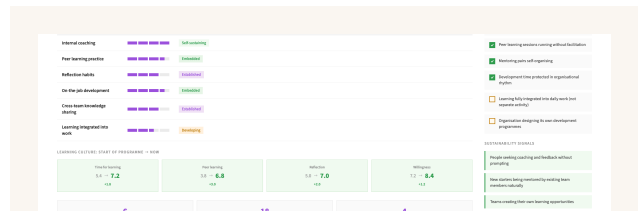


03

Implement

The most lasting capability is built through doing, not just learning. Real capacity develops when people apply new skills in their actual work, reflect on what happens, and gradually build confidence and competence through practice.

Capability built through practice - grounded in real work, supported by coaching and reflection, and growing stronger over time.



04

Build capability

The ultimate goal of organisational capacity building is an organisation that keeps developing its own capability as a normal part of how it works. Not dependent on external programmes. Not waiting for the next training budget cycle. An organisation where learning, development, and growth are part of the culture.

An organisation with a genuine learning culture - where capability keeps growing because the conditions for development are part of how things work.

94%

of employees would stay longer if the organisation invested in their development

LinkedIn

40%

of new skills are needed within the next 5 years for existing roles

WEF

4x

more likely to retain talent with strong development culture

Deloitte

70%

of learning happens through experience and practice, not training

70:20:10 Institute
Organisational Capacity Building

What becomes possible

Organisations we have partnered with on capacity building describe a shift in confidence. The organisation starts to feel more capable, more adaptable, and more self-sufficient. Problems that used to require external help get solved internally. Challenges that used to feel overwhelming become manageable.

More capable teams Because capability was built collectively, not just individually

Less dependency Because the organisation can do more for itself, with its own people

Faster adaptation Because capable organisations learn and adjust more quickly

Stronger retention Because people who are developing stay longer and contribute more

Sustainable growth Because capacity building is ongoing, not a one-off investment

Organisational capacity building is about creating an organisation that can do what it needs to do - and keeps getting better at it. That is a much more powerful investment than any individual training programme.

Ready to explore what this could look like for your organisation?



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