

# PMO Capability Build

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## Capability Building

Organizational capacity building is used by NGOs & Governments to guide their internal development and activities.

For any organization, but particularly for NGOs, Program Management Offices (PMOS) often act as integrators; they bridge interdepartmental activities, and bring the pieces together to support the portfolio of projects and programs the best they can. In other words, they behave as enablers of value delivery in the organization and across stakeholder networks.

This is best done by performing a set of key functions and building dynamic capabilities in the organization that facilitate the successful delivery of strategic initiatives.

Our client, a well-developed, mature NGO with a wonderful mission to end world hunger, was interested in strengthening its PMO capability across the network by bringing a minimum standard, processes, tools, and system to its internal network.

## Capability to Culture

As PMOs play a pivotal role in supporting the delivery of business strategy, as well as in establishing a culture of performance in an organization, we took this opportunity as a way of bringing further value, and creating a high performing culture, to the organization through measureable outcomes.

With the support of the Leadership Team and our client stakeholder groups, SESIL PIR Consulting was tasked with defining the organization's current and future state, developing the baseline for future activities and helping implement necessary changes.

## Performance to High Performance

Understanding our client's full requirements, and considering project management maturity leads to program management capability, SESIL PIR Consulting supported the organization by:

- Assessing program management capability across four sites (Honduras, Uganda, Zambia and Cambodia)
- Establishing the specification for MVP
- Developing the procedures and tools of the current capability
- Providing capability development support to the project coordinators/directors to ensure that the PM offices are functioning, and that all projects implemented by the office applied the MVP

## Driving Front-line Impact

Program management maturity is really the NGO being organized and mature in its operations, strategies, and future directions. This maturity can help ensure a steady donor stream, maintain public confidence, and support continued commitment to the organization's strategic objectives and goals.

With the support provided to the organization by our consulting services, the organization is now measured to be more effective in the areas of fundraising efficiency, financial transparency, project/program efficacy, outcome performance, and overall impact.

## Contact Us

To learn more about other benefits program management capability Sesil Pir Consulting can provide to the Non-Profit sector, and to discuss potential challenges ahead with the changes in the landscape, please contact us at [sesilpir.com](https://www.sesilpir.com).