

# FEA Plan: Institutionalizing Impact Pathways and meeting performance targets

PRABESH DEVKOTA

ANALYSIS OF HUMAN PERFORMANCE TECHNOLOGY

# Context

- ▶ Part of a regional knowledge based organization
- ▶ An initiative Kailash Sacred Landscape Conservation Development Initiative within transboundary landscape Regional Program
- ▶ The program is moving into a new 5 year phase
- ▶ The program implements its intervention on the ground working with partner organizations, usually NGOs and local government.
- ▶ The program has sites in the border areas of China, India and Nepal

# Impact Pathway

## **Impact**

The transboundary Kailash Sacred Landscape (KSLCDI) is established, its protection and sustainable use and development of its resources are ensured by the local communities

## **Outcome**

Livelihoods and ecosystems management are improved in a sustainable and equitable manner in selected areas of the Kailash Sacred Landscape Region

## **Components**








Component 1. Innovative Livelihood Options

Component 2. Ecosystem Management

Component 3. Access and Benefit Sharing Towards Development of Resilient Communities

Component 4. Long-term Conservation and Monitoring

Component 5. Regional Cooperation, Enabling Policies and Knowledge Management

Component 3: Access and benefit sharing	Objectively Verifiable Indicators	Key Activity Planned	Deliverables	Status
3.1 Traditional Knowledge System on biodiversity resources available	3.1.1. Traditional knowledge on biodiversity documented from pilot sites;	1. Enable traditional knowledge (TK) systems at pilot sites	1. Research in pilot sites and build database on TK	
	3.1.2. Community biodiversity registers (CBR) prepared and maintained by BMC in pilots;	2. Strengthening community rights, equitable benefit sharing on environmental knowledge	2. Support Biodiversity Management Committee (BMC) and prepare a booklet on local plant/animal resources; TK on community rights	
3.2 Documentation on Community Rights and Benefit Sharing from biological resources available	3.2.1. One Policy brief on context relevant and applicable ABS mechanism is prepared and shared with key stakeholders	3. ABS policy research and guidelines	3. ABS regulation complete for Pulan County (institutional linkages from local to national level)	
3.3 Institutional Capacities regarding the ABS mechanism is strengthened	3.3.1. Training cum workshops on community based ABS implementation (2 local, one national, one international)			
<b>Key</b>				
Deliverables achieved and well on track				
Deliverables delayed				
Deliverables not achievable				

# The Gap

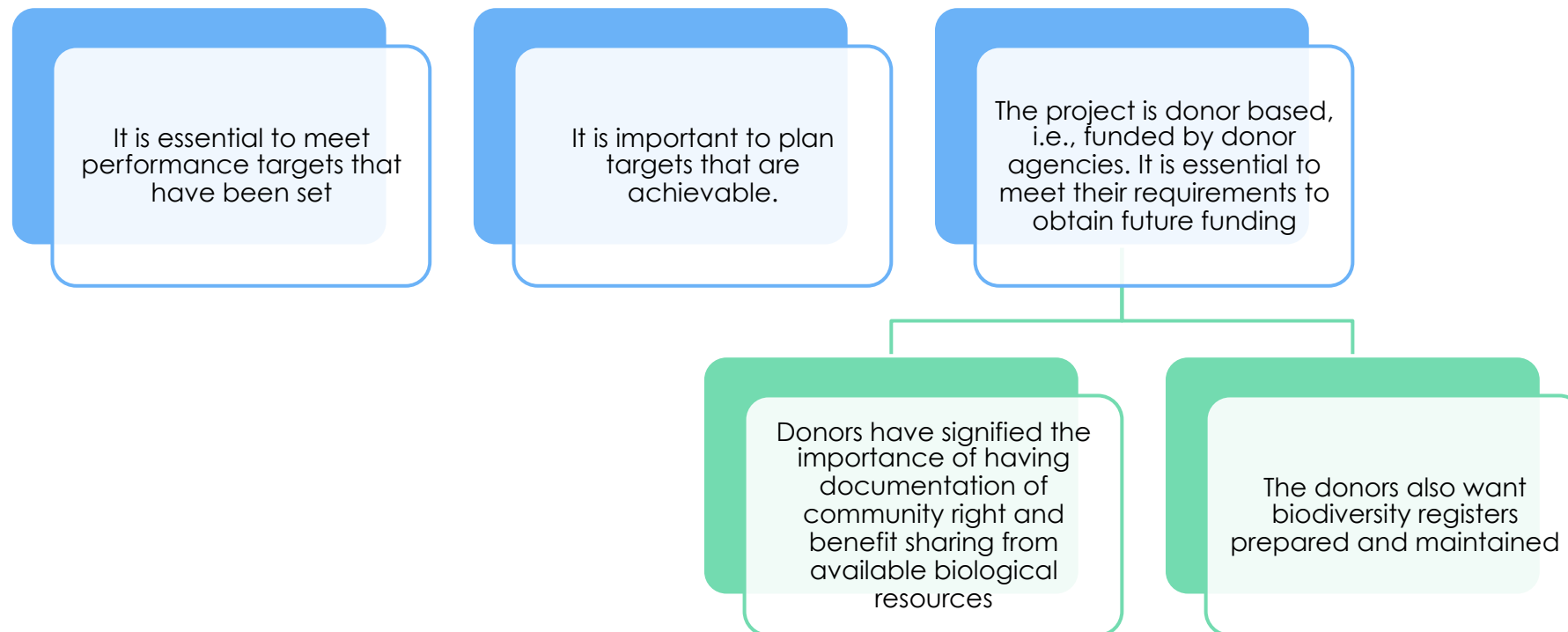
# Problem Statement

*The access and benefit sharing component of the KSLCDI has only one output out of three which have met their target for China during the last 5 year phase as shown by the objectively verifiable indicator at the output level.*

*Current: 1 out of 3*

*Desired: 3 out of 3*

# Importance of solving problem



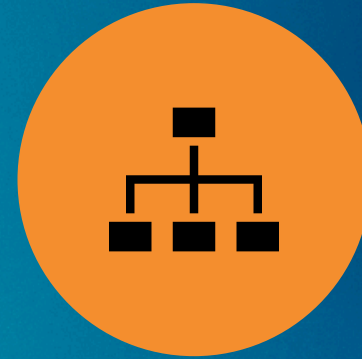
# FEA Plan



FUNCTIONAL JOB  
ANALYSIS



CASE BASED REASONING



ORGANIZATION  
ELEMENTS MODEL (OEM)

# Organization Elements Model (OEM)





# Data Collection Tools



## Document Analysis

Logical Framework Analysis (LFA)  
documentation  
Organization and partner reports  
Survey reports  
Performance indicators



## Survey



## Interview and focus group discussions

# Proposed Causes

Plans not being realistic in inception.

Lack of resources hindering implementation on partners end

Changing local government regulations hindering implementation on sites

Roles not clearly defined by program, specifically for field staff coming from local partner organizations

# Proposed Solutions



Based on the past phase, we can recommend the program to make realistic targets that are likely to be achieved.



Resources made available by making clear budgeted targets that are feasible.



Use high level delegation visits to push for favorable regulations for implementation



Collect documentation on local regulations that apply (that may likely be in the local language)



The roles of all employees and staff of the program need to be clearly defined to accomplish the required jobs. This should also take into consideration roles of employees working on the project through partner organization.

Thanks!

ANY QUESTIONS?