

INSTITUTIONAL EFFECTIVENESS



Singing to the same tune: GL Staff Choir Practice.

Photo: Gender Links

Actions taken by GL in 2014	Effect on results
Governance	
Annual board meetings, adoption of an Anti-Corruption policy, an Internal Audit function within GL, Minimum Standards for Country Offices, a succession plan and policy and Code of Conduct.	Strengthening good governance, financial oversight, succession planning and sustainability.
Planning	
Annual staff planning in January and June each year.	Strong coordination and programme synergy, resulting in cost savings.
Programmes	
Some of GL's most strategic work, like aligning national gender policies and action plans to the SGP; gender and media monitoring and the SADC Gender Protocol@Work Summit.	Bringing together all GL programme work under the SADC Protocol@Work summits and cascading these to district level.
Partnerships	
152% increase in partner MOUs.	Extending footprints and leveraging - see Part One, Section 9 on partnerships; VFM case studies.
MEL	
GL participation in Bond, IATI and VFM courses; expanding the Results for Change Manual to include Principles of Credible Evidence and VFM.	GL Gender Surveys on the website and automated; pioneering work on online gathering and dissemination of good practices (see Part Four, Innovation and Learning).
IT	
Shift to cloud computing; automation of key M and E tools, including the Gender Progress Score (GPS) and media monitoring.	Savings plus significant staff capacity building.
Human resources	
An HR consultant, leadership training and coaching, HR strategy, internal time use study, in-house job evaluation, use of interns, team building.	HR savings through working smarter.
Finance	
Financial systems upgrade; appointing and training financial staff for country operations; audits.	GL has received clean audits over the three years and did not experience any financial losses through fraud.
Sustainability	
Salaries for staff involved in fund raising; 53 funding applications submitted, 60% success rate. Greater emphasis on GL's diversification strategy.	GL social entrepreneurship ventures are beginning to yield results.