

# TOP FIVE INDICATORS OF CBO EFFECTIVENESS

## AS INDICATED BY CBOS THEMSELVES

### **Participatory planning**

- Engages all key players in planning and decision-making process
- Internalized participatory processes in organizational + program culture
- Meaningful community engagement
- Fosters and works within partnerships
- Acts as a bridge builder

### **Community focused and driven**

- Addresses community needs and priorities
- Familiarity and trust with community
- Knowledgeable about community needs, priorities, ideas, challenges, opportunities
- Accountable and transparent to communities and partners

### **Qualified human resources**

- Staff are knowledgeable on thematic areas-relevant content
- Staff have competencies in project implementation

### **Strategic thinking**

- There is a vision, mission and strategic plan that guides programming
- Programming feeds into local, national and global strategies

### **Effective governance**

- Structures in place and comply to existing policies, laws and regulations
- Policies, systems, procedures and processes in place
- A strong, resilient, and responsive organization which guides action/programming
- Integrity in leadership

