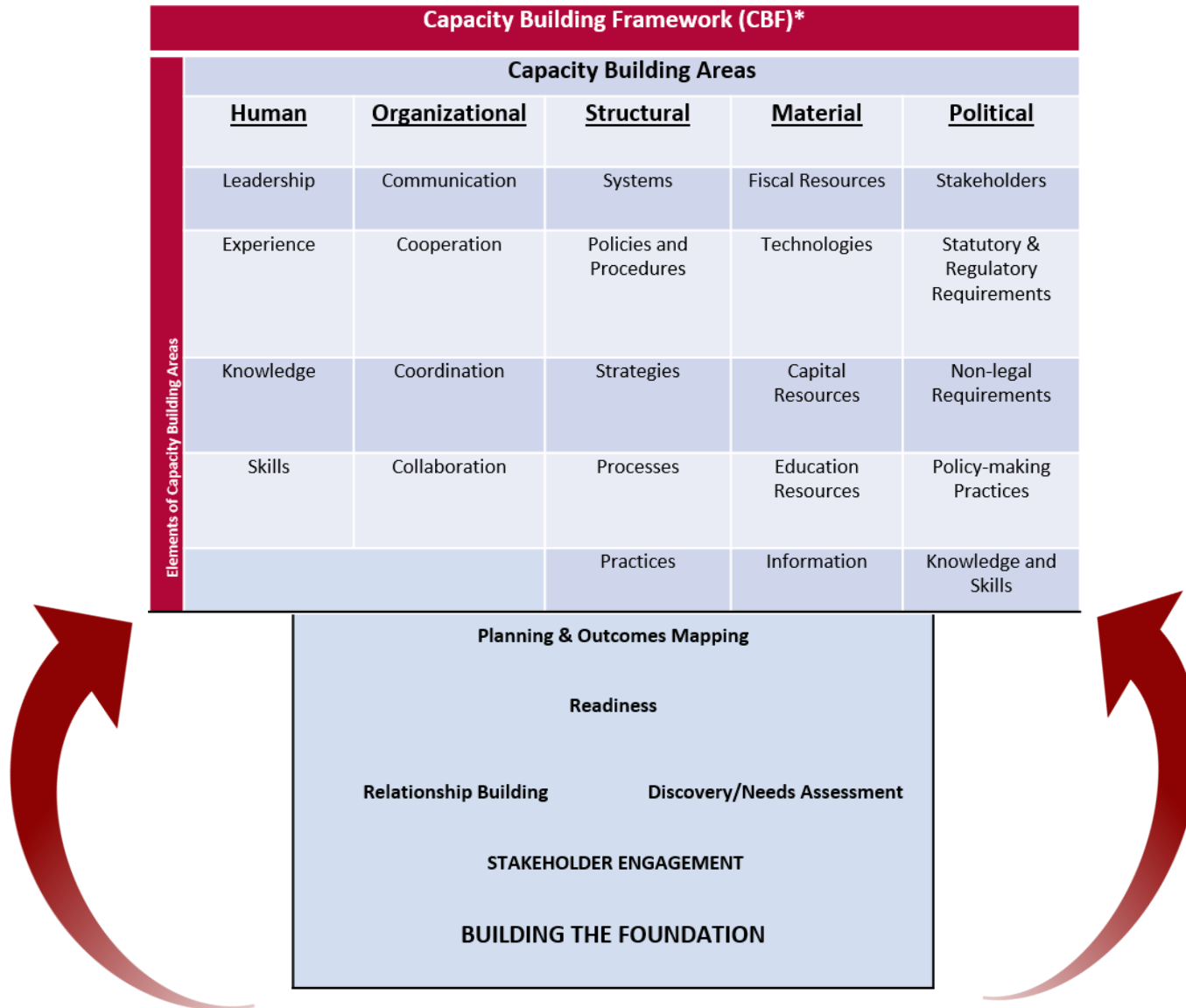


### Capacity Building Elements and Readiness



**Human Capacity** - Knowledge, experience, leadership, and skills to implement the targeted change and to move the reform efforts forward

**Organizational Capacity** - Interactions among individuals in the system - this process involves instituting all levels of networking to ensure effective operations within the organization. The levels of networking, previously cited, are the four Cs: communication, cooperation, coordination, and collaboration

**Structural Capacity** - Elements of the organization that exist independently of the persons who work in the system and can include such elements as policies, procedures, and practice.

**Material capacity** - Fiscal resources, materials, and equipment that the organization uses to meet its needs and implement targeted change

**Political Capacity** - Stakeholder engagement, understanding and addressing legal requirements, reviewing practices, and developing knowledge and skills to work with the political system (prioritization, and an understanding of context)

**Readiness** - Refers to the will, interest, intent, patience, commitment, and persistence required to make the targeted change

\*The CBF is one phase of the Biscoe High Impact Technical Assistance Model 2010 ©, based on the work of J.R. Century 1999