

Adaptive Management

**A SERIES OF WORKSHOPS FOR PARTNERS ON
THE SOUTH ASIA GOVERNANCE PROGRAM**

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(AND COLLEAGUES)**

AUGUST – SEPTEMBER 2021



The Asia Foundation

Improving Lives, Expanding Opportunities

REFRESHER: SESSION 1

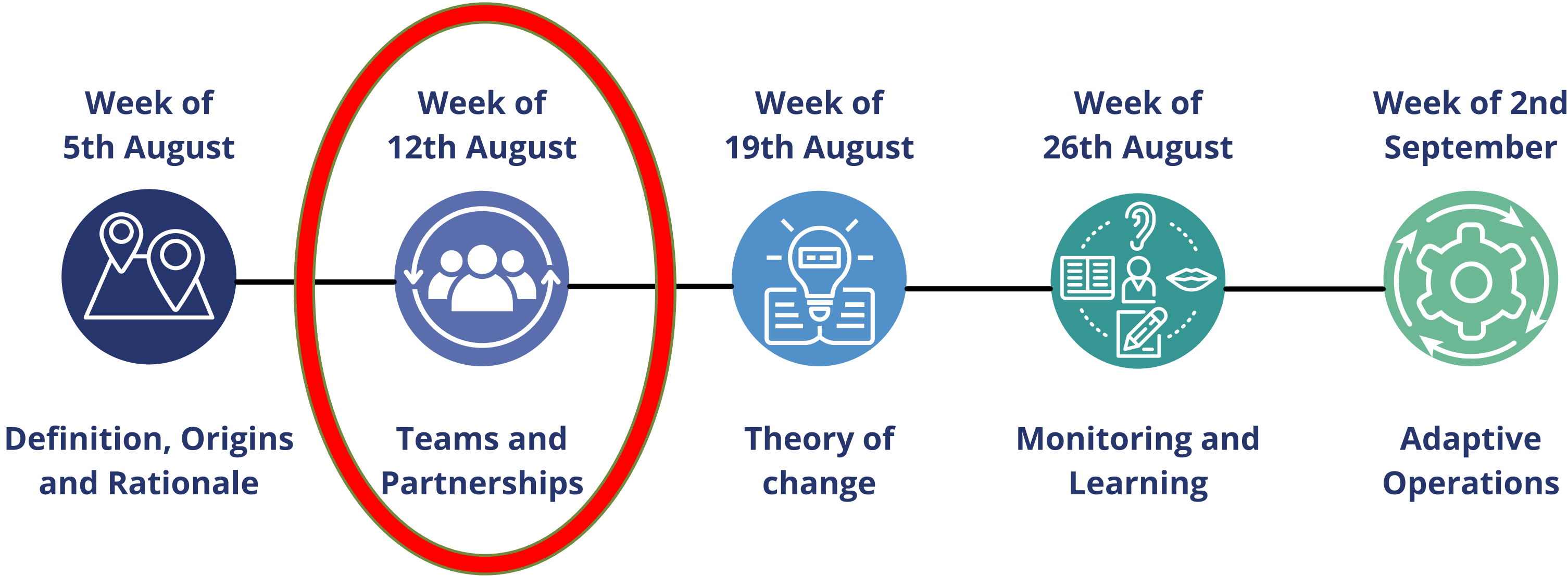
In Adaptive Management, course changes are:

- Intentional and proactive not only reactive
- Involve changes to strategies, outcomes and change pathways
- Evidence-based – drawing on context and other monitoring tools

Mentimeter Quiz



LEARNING JOURNEY

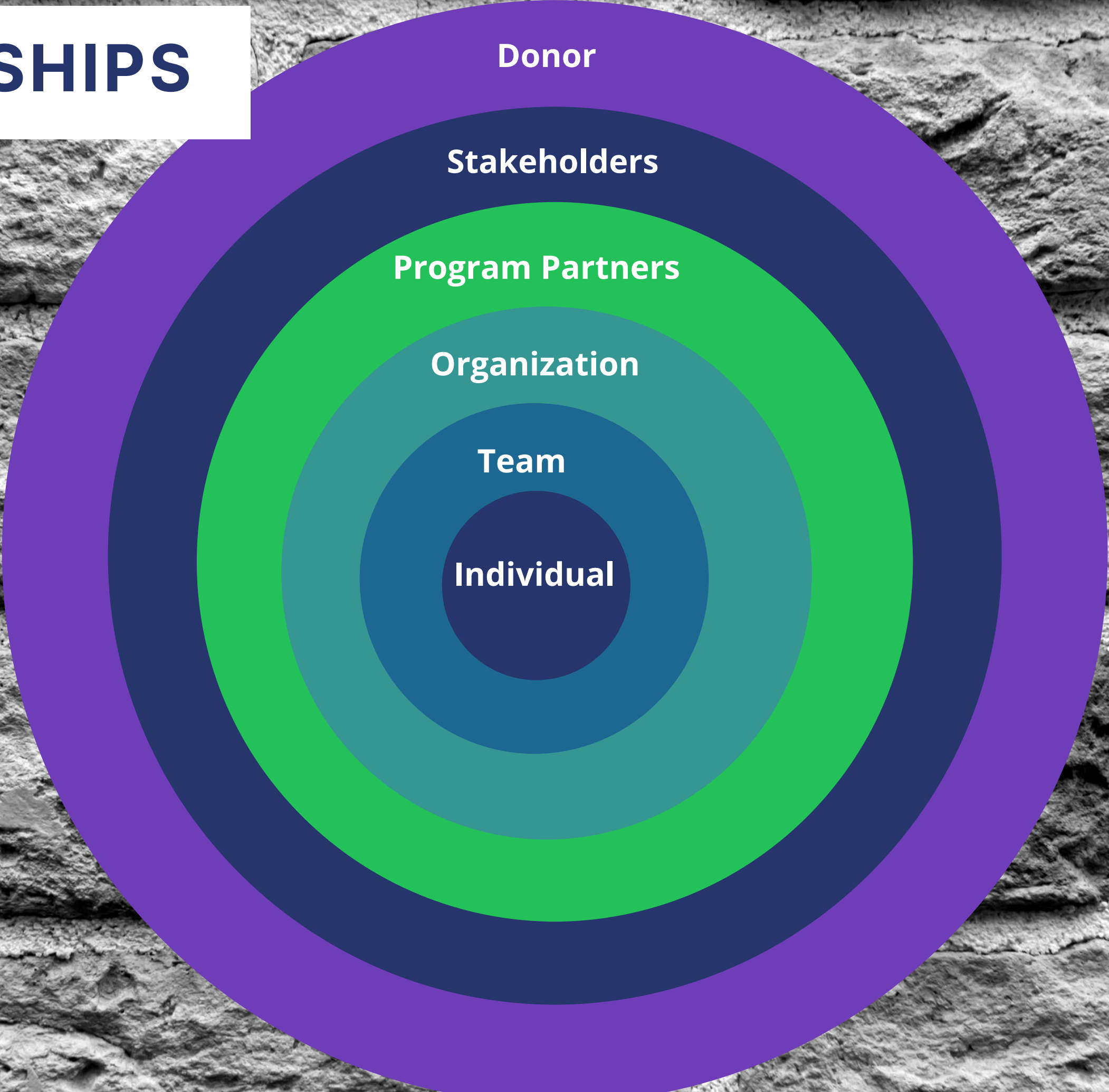


SESSION TWO

TEAMS AND PARTNERSHIPS



RELATIONSHIPS



ADAPTIVE TEAMS



In Nepal, the Foundation supports the country's efforts to strengthen subnational governance, mitigate conflict, empower women, expand economic opportunity, increase environmental resilience, and promote regional cooperation.



Country overview



Meghan Nalbo,
Country Representative
Staff in Nepal »

Contact

The Asia Foundation – Nepal

Where am I? (the individual)



Above or below the line?



The Adaptive Team Member



SELF-AWARENESS



SKILLFUL LISTENING



CURIOUS, LEARNING
MINDSET



COMFORT WITH
UNCERTAINTY



CRITICAL THINKER



HUMILITY

Adaptive Team

- ❑ Shared leadership
- ❑ Mutual trust
- ❑ Aligned focus
- ❑ Open and respectful
- ❑ Honesty and candour



Adaptive Team Practices

- Co-design and co-creation
- Develop and practice feedback mechanisms
- Check in/ check out as a team
- Carving out time for reflection
- Active listening



Group Discussion

Partnerships



**Transactional
relationships**

**Collaborative
relationships**

A PARTNERING CONTINUUM

**Service contracts
Linear accountability
Funding relationships
Transferred risk**

**Co-created activities
Mutual accountability
Layered relationships
Shared risk**

A partnership broker is an active 'go-between' who supports partners in navigating their partnering journey by helping them to create a map, plan their route, choose their mode of transport and change direction when necessary.





Better Policies Better Lives

Supports Indonesian policymakers to develop more effective development policies through better use of research, data, and analysis.

Works with research providers and government agencies to strengthen the quality and policy-relevance of research and how it used for policymaking.



Better Policies Better Lives

Donor (Post and Head Office)

Managing Contractor (Consortium)
- INGO
- 2 x Research Institutes
- 1 x University

Main Government
Partner Ministry

5 International Universities

16 Partner Research Institutes

4 Strategic Partners

- ❑ More trust and better communications
- ❑ Better understanding of challenges, incentives and constraints
- ❑ Establishment of a forum to discuss difficult topics
- ❑ Better understanding of the resources available to the program
- ❑ Better collaboration, coordination between all parties
- ❑ And over time, better relations with all partners in the program.

Partnership Pact Values

Australia's Department of Foreign Affairs and Trade – Jakarta Post (DFAT) and
 and
 Research Triangle Institute (RTI International) –
 Knowledge Sector Initiative (KSI) Program

Australia's Department of Foreign Affairs and Trade – Jakarta Post (DFAT) and Research Triangle Institute (RTI International) have signed a contract for the implementation of the Australia-Indonesia Partnership for Pro-Poor Policy (AIP4) – Knowledge Sector Initiative (KSI) program.

DFAT and KSI teams have pledged to work collaboratively and accountably together to achieve the goals and objectives of KSI, as well as our own individual objectives, sharing both benefits and risks in order to do so.

To achieve the above, DFAT and KSI teams are committed to abiding by the following agreed principles and values:

Clarity and shared understanding

Some desired behaviours are be proactive seeking information, avoid making assumptions, and consider your partner's perspective

Openness and transparency

Some desired behaviours are be clear and consistent in giving advice and information, aim for frank and honest discussions, as well as respect and request confidentiality as needed

Trust and mutual respect

Some desired behaviours are assume good intent first and foremost, be accountable for your action, and respect decisions when they have been made

Understanding DFAT and KSI's wider political context

Some desired behaviours are joint solution to shared problems, hold regular leadership catch up, and accept that politics may impact on KSI decisions

A commitment to learning

Some desired behaviours are willing to share experience and knowledge

Recap



- Trust and robust relationships are essential to Adaptive Management**
- These need time, resources and commitment to build**
- Efforts should focus on both internal and external relationships**
- Creative team cultures can be fostered**
- Better external relationships can be built through practices like partnership brokering**

NEXT WEEK: SESSION 3 - THEORY OF CHANGE

THANK YOU

