

organizational development and downstream partnership.

### ✓ **Research**

We promote the use of evidence based programming and programme management by using applicable research skills to draw evidence to inform decisions and reform action. Our teams utilize quantitative, qualitative and mixed research methodologies to generate contextually relevant evidence to support our partners make effective decisions and take contextually relevant actions.

### ✓ **Training**

Based on the needs of our partners, we organize targeted and specialized trainings for partner representatives to impart transferable skills and competences using empowering and participatory methodologies and well thought out curricula. Our trainings cover all programmatic and institutional development areas of need of our partners.

### ✓ **Convenings**

Through the annual and quarterly academies, we promote peer experiential learning through convenings that bring together partners in similar learning cohorts to share from each others' experiences of programming successes and challenges.



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### **Who are we**

CITS is an independent nonprofit advisory organization dedicated to strengthening programmatic and institutional capacities of civil society and nonprofit organizations. CITS seeks to leverage on focused and specialist programme management and organisational expertise to strengthen civil society and nonprofit sector.

### **Our Vision**

To create a more resilient and impactful civil society and nonprofit sector in Uganda and the region.

### **Our Mission**

To empower and strengthen civil society and nonprofit organizations by facilitating partnership, learning and scale up.

### **OUR VALUES**

We are driven by our commitment to sustainable partnership, credibility, innovation and agility.

## What we do

### A. TECHNICAL / PROGRAMME SUPPORT

#### 1. Programme conceptualization and design

- CITS supports partners in the development of contextualized program theories and Interventions.

#### 2. Programme Audits

- CITS supports its partners in performing routine results audits, conducting process audits and standards compliance audits.

#### 3. Measurement and Evidence generation

- CITS supports partners with tools and skills to track change and generate evidence of what works through base line studies, mid-term evaluations, summative evaluations and other special purpose studies.

#### 4. Learning, Adaptation and Scale up

- CITS supports its partners in ongoing documentation of learning and facilitating sharing of proven development models and interventions for adaptation and scale-up.

### B. Institutional development support (IDS)

#### 1. Organizational Development

- CITS supports partners by strengthening their organizational systems and human capacities to create sustainable programmes and projects that provide impactful services.

#### 2. Programme leadership development

- We seek to empower programme and project leaders to provide effective governance at operational and strategic levels while acknowledging the uniqueness of operational contexts.

#### 3. Civil Society and Non-Profit Academy

- The Civil Society and Non-Profit Academy (Africa/ Uganda) is a CITS convening to inspire and support individuals and civil society organizations to become strong, impactful, and value-based actors that contribute to more inclusive development. Specifically, the annual and quarterly convenings provide the space to develop skills, generate and share knowledge and experience on best practices.

#### Our Approach

##### ✓ Accompaniment

Working alongside our partners, we support in capturing valuable insights, facilitating reflection and cross-learning, and documenting best practices in critical programmatic and organizational issues across the organization and/ or specific programme(s)/ project(s).

Through these routinized learning partnerships, CITS aims to translate and embed learning to strengthen programming,