



Self-Assessment: Improve your impact

The self-assessment enables organizations (even departments, projects or programs) to assess, how well and how consistently they are conducted. It identifies and illustrates so-called governance gaps and provides measures to minimize or eliminate them.

Easy usage – Meaningful results

After an initial training tailored to the organization, the web-based toolkit can be used in single-handedly. At the implementation, management members of different levels receive, according to their hierarchy, an online questionnaire on various management topics. The focus is on the organizational soft factors, which are usually neglected from an organization in comparison to the financial indicators. However, exactly these soft factors are deciding for the success or failure of an organization.

The answers given will be evaluated by the online application and the results of different management levels compared with each other. Discrepancies between fixed strategy and operational understanding can easily be identified. The toolkit is able to incorporate any number of organizational units, projects or programs in the assessments.

How our management instrument improves your impact:

- Align your organization and projects targeted to effect
- Improve the sustainability of your operations
- Promote understanding of the system
- Involve and undertake stakeholders
- Visible scaling up opportunities and innovation potential
- Minimize reputational risk
- Increase management quality
- Create internal benchmarks
- Better including of the board and clarify roles
- Simplify reporting and risk management
- Simplify evaluations
- Save costs and relieve employees

«Aid Governance is, in contrast to resource intensive financial audits, program evaluations and reviews, a valuable rapid assessment tool that identifies management strengths, weaknesses and gaps using minimal investments in time, staff and money. Moreover, the methodology supports the course of action and an improvement in the overall project performance. The Aid Governance assessment is a unique possibility to help projects and organisations to be more efficient, using only a fraction of project costs. Therewith a maximum amount of money can reach the beneficiaries.»

Jacqueline Wakhweya, Private Sector Unit Leader – USAID (United States Agency for International Development)

«The integrative approach is the main feature in the work of Aid Governance. More concrete: an organisation does not only work well, because it has a good plan, the right resources and good stakeholder relationships, but because it incorporates the six aspects (the Aid Governance Modules), that were identified as important success factors to achieve impact.»

Francisco Correa, Managing Director – Fundacion Social Antioquia

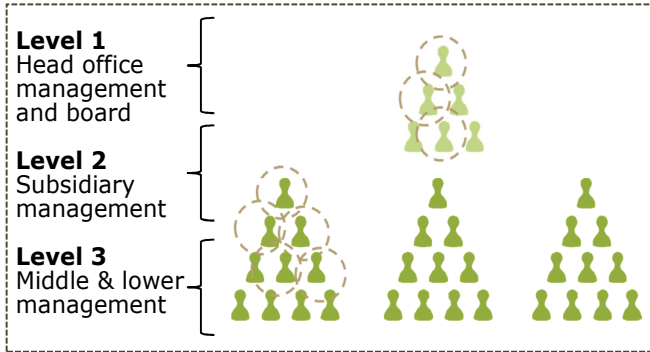
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The Self-Assessment Instrument

The Self-Assessment enables you to autonomously assess your own organization. The following actors are involved during the execution:

- Management members from three management levels (answer survey)
- Process owner (setup, generate survey, evaluation, follow-up)



During the assessment **members of the management** from different management levels are asked about predefined business and leadership indicators on their hierarchy level through an online survey. The online application evaluates the **answers** and compares them with other management levels. That determines the discrepancies between settled strategies and operational understanding.

The application uses a **maturity scale** from 0 to 5 to assess the situation which gives information about the current situation.

Scale	Signification
0	Not existing
1	Initial, not yet conscious, ad-hoc solutions, intuitive
2	Repeated, singular instances of conscious processes
3	Defined, communicated, trained
4	Managed and lived
5	Improving, continuous reflection, systematically measuring and improving

The discrepancies are graphically visualized in the **management cockpit**. A drill-down function gives the opportunity to view the detailed results of the business topics. It gives you also the possibility to compare different assessments to gather insights about improvements or deteriorations of the situation.

Overview

Single Drill-down | Assessment Comparison [How to use the cockpit](#) en de es fr pt

Customer:

Unit:

Assessment:

Foundation		Score A	Score B	MG A	MG B
System Management	●	2.25	1.56	2.50	1.00
Mission Management	●	2.73	1.22	2.00	4.00
Integrity Management	●	2.78	1.42	1.33	1.00
Extended Stakeholder Management	●	3.46	1.51	2.67	1.00
Risk Management	●	2.05	1.01	2.50	2.00
Audit Management	●	2.65	1.19	1.67	2.00

Results		Score A	Score B	MG A	MG B
Impact orientation	●	2.86	1.33	2.67	1.00
Sustainability	●	2.83	1.14	2.13	0.75

Legend: ● Score > 2.5 and MaxGap <= 1.5 (Green), ● Score < 1.5 or MaxGap > 2.5 (Red), ● all other values (Yellow)

The company is able to perform an assessment **autonomously** at little cost and with little time with as many subsidiaries and partnerships as desired. Assessments from subsidiaries and partnerships are comparable and best practice and potential for improvements can be deducted. Progress becomes measurable and immediately visible.

