

WFH Guidelines for NMO Capacity Development

National member organizations (NMOs) play a vital role in promoting access to treatment and improving care for people living with inherited bleeding disorders. They do this by collaborating with health care professionals (HCPs), relevant government agencies and other stakeholders.

The World Federation of Hemophilia (WFH) helps strengthen the organizational capacity of NMOs by providing them with support in the form of grants, training, technical assistance, and resources such as the **WFH Guidelines for NMO Capacity Development (NMO CD Guidelines)**.

The **NMO CD Guidelines** are designed to help national member organizations develop their capacities based on best practices, in areas such as governance and leadership, volunteer management, program delivery, and stakeholder relations. The guidelines include a framework which describes the general concept of, and approach to, organizational capacity development, and a self-assessment tool designed to help NMOs understand, measure, and improve their performance. The overall approach is based on a facilitated self-assessment process that encourages the active participation of different groups within the NMO to ensure a range of perspectives and viewpoints.

Framework and capacity areas

The **NMO CD Guidelines** framework focuses on six key organizational components, and the relevant capacity areas associated with each. The principles of equity, diversity, and inclusion are integrated into each component. As these capacity areas within each component are strengthened, the NMO's ability to achieve a well-managed and responsibly-governed organization increases accordingly.

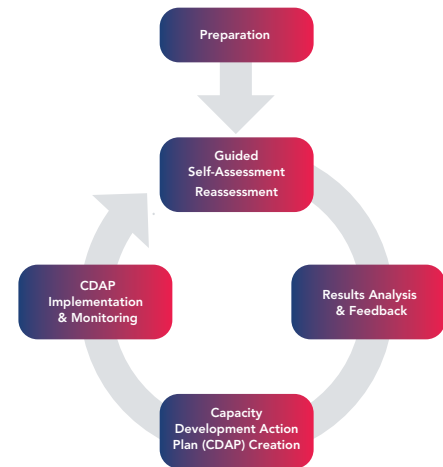


Capacity development process

The **NMO CD Guidelines** describe the different stages of the capacity development process of an organization.

An essential part of this process is the facilitated self-assessment exercise that uses the NMO Capacity Assessment Tool as a guide. The results of this exercise inform the organization's capacity development action plan (CDAP) which outlines the strategic priorities and activities that the NMO will implement within a 3-year period.

After it, an evaluation is conducted to determine the progress made. A re-assessment could also be conducted to track changes over a longer period.



WHO can use the NMO CD Guidelines?

The NMO CD Guidelines were primarily designed for WFH NMOs, but any organization can adapt them for their own use.

WHEN is the capacity assessment recommended?

The WFH highly recommends that a capacity assessment be done when organizations are:

- Going through major changes in structure or leadership
- Participating in WFH programs like: PACT, the Cornerstone Initiative, and Hemophilia Organization Twinning
- Applying for a change from associate NMO to full NMO status

HOW can NMOs participate?

Interested NMOs can contact their respective WFH regional manager or email WFH at gdd@wfh.org.