

## **FREQUENTLY ASKED QUESTIONS (FAQs)**

**ABOUT SI4DEV** - SI4DEV is an affiliate organization of The Spring Development Initiative – a US-based charitable organization, which partners with local change makers, and offers the capacity building, collaborative forums and research products they need to implement strong governance systems and to improve the education, economic and health attainment of their communities. We focus on training and supporting selected influencers to develop, implement and scale innovative products, services, and action plans for key policies and target populations.

- **VISION** – Communities with more participation in governance, accountable leadership, sustainable businesses and access to high-quality healthcare and education for all.
- **MISSION** – Partnering with innovative change-makers through leadership training, capacity building and technical support for collaborative action towards positive social change.

**FOCUS AREAS** - We empower our partners through access to training, networking and mentoring opportunities, financial and technical support, as they work with policy makers to create or improve service delivery in:

**Enterprise:** Entrepreneurship is the greatest driver of economic development and a primary requirement is training partners with practical skills and increasing local investment.

**Education:** This is the bedrock for national growth and development. And in our experience, when it comes to literacy and education, community members know their needs best as has been shown by our partners.

**Governance:** SI4DEV works to improve accountability and project management skills which are leading reasons for failing civic participation in Nigerian democracy and governance, in addition to the patriarchal system that ensures that continually marginalizes women and girls in Nigerian politics.

**Health:** Improving the health of local communities and supporting local partners so they can achieve and maintain community trust and expand their network is one of the commitments by SI4DEV

**LONG-TERM GOALS** - We aspire to develop a nationally applicable framework that allows local leaders to successfully drive and improve governance, health, entrepreneurship and educational development in their communities. These are the individual behavioral and culture change outcomes we work to achieve which are necessary ingredients to transformational leadership and sustainable development;

- Active community participation in governance and policy making.
- Rigorous debate and evidence-based decision making in all areas.
- Ability to identify challenges and dynamic problem-solving.
- Collaboration on efficient solutions to local and industry challenges.
- Value based thinking and expectation of consistent good quality from all providers.
- The demand for 'implementation-planning' as a mandatory policy tool.
- Effective communication and a holistic approach to service delivery.
- Uptake of improvement models, standards and benchmarks.
- A mindset of evaluation and continuous improvement.

**THEORY OF CHANGE** - We recognize the value of cultural capital and tailor interventions to target specific behaviors in our audience. We partner with influencers and invest in change-makers to secure cultural change over the long term. These are our organizational values;

*Strategy* – We believe that planning is the bedrock of results and without a shared mental model in a transparent action plan; significant and lasting impact may remain elusive. Fundamental change must draw a path from ideas through pilot testing to practical, scalable solutions.

*Partnership* – We champion and enable networks, bringing together representatives from fields including business, development, and research. We trust in shared learning and collaboration to empower individuals and communities overcome barriers and attain their full potential.

*Research* – We use best practice research methods, priority setting and peer review to provide appropriate intelligence to policy makers, funders and practitioners and to guide them in solving the tough challenges they face.

*Innovation* – We support cutting-edge and creative thinking based on the best available evidence for effective problem-solving. We nurture this outlook in our staff and partners, as well as in the communities and people we work with.

## **ACTIVITIES AND OPERATIONS**

1. Create and provide access to materials to train and support influencers and partners;
2. Cooperate with partners on action plans for innovative short or long-term projects;
3. Partner with local governments, change-makers and the private sector on the design and management of service delivery systems;
4. Participate in reviewing and updating, or fostering policy frameworks for government, private sector and community programs and projects;
5. Promote collaborative learning and networking by policy makers and practitioners to produce and expand access to research and knowledge products;
6. Assist change-makers to integrate the results of research into their regular process and generate measures and data that will be used to provide quality improvement solutions and services;
7. Advise policy makers, and other players and working with them to advance performance and outcomes using a combination of research and training;
8. Provide funding and implementation support to identified partners.

### **1. WHAT IS THE SI4DEV PARTNERS PROGRAM?**

Strategy and Innovation for Development (SI4DEV) Initiative is an NGO registered in Nigeria which partners with local leaders working towards sustainable development and communities where every citizen has a just and fair access to the resources and opportunities needed to achieve their full potential. The only way to achieve this is through strong governance systems; to support the education, economic development, and health of local communities. We therefore empower our partners through capacity building, collaborative forums and provide the research products they need in taking action to change their communities for the better. We equip them with training and experiential skills in core areas like needs assessment, action planning, project management and evaluation, scaling and sustainability.

## 2. WHAT ARE THE BENEFITS OF BEING AN SI4DEV PARTNER?

The SI4DEV Partner Program provides our interns, fellows and ambassadors with opportunities to build and strengthen their capacity and skills. Partners also gain:

1. A small financial token for completing and reporting your journey as a Volunteer. This amount will only be disbursed following your first 6-month as an active and dedicated Volunteer.
2. An opportunity to create your profile on the SI4DEV website and receive certificates of completion on concluding various training sessions.
3. An SI4DEV branded letter of support towards your personal goals and development work applications.
4. Opportunities to participate in online, regional, national or international SI4DEV events and training.
5. The Volunteers with the best projects will have an opportunity to crowdfund additional capital and we will match the funding for the most successful campaigns up to \$1000!

## 3. IF I AM SELECTED, WHAT ARE MY COMMITMENTS AS AN SI4DEV PARTNER?

SI4DEV Partners have access to a number of opportunities to strengthen their skills and participate meaningfully in program and policy work. Individuals who have been accepted as SI4DEV Partners are expected to be committed in their focus area and state teams. By joining our social media, instant messaging groups (website registration coming soon), you will be able to participate in our campaigns and have your work rewarded.

Organizations are also allowed to become Partners of SI4DEV for those who prefer to showcase their efforts in development through the SI4DEV platforms. **Note**, SI4DEV is not a funding agency and is not obliged to offer financial support. However, we will compensate dedication based on activity and targets met. Also, being an SI4DEV Volunteer makes you our official representative and you are expected to uphold our values in your work.

**Specifically**, as an SI4DEV Partner, we will expect you to meet the following targets in your first 6 months:

1. Participate in at least 6 online SI4DEV recommended online courses and 4 other training sessions.
2. Conduct SI4DEV talks in at least 5 schools or youth groups based on a template to be supplied by SI4DEV.
3. Recruit at least 20 Volunteers and engage them in activities to promote the goals of SI4DEV.
4. Create an action plan (6 -12 month duration) for a pilot intervention in your state or local government individually or through an organization that you are currently a part of or with a group of peers.
5. Raise at least N100,000 in funds using the online crowdfunding tool that will be shared with you, for activities to promote your own campaigns.

## 4. WHAT HAPPENS AT THE END OF THE FIRST 6 MONTHS?

At the end of 6 months, Partners with the best action plan proposals and most successful crowdfunded campaigns will be matched with funding up to \$1000! While implementing their projects in the following 6 – 12 months, these partners will have access to one-to-one coaching, paid e-learning courses, speaker events, peer learning, in person training sessions and opportunities to visit national and global institutions. All partners will be part of an Alumni network with support to continue sharing best practices, ongoing work and opportunities.

## **5. WHAT ARE MY RESPONSIBILITIES AS AN SI4DEV PARTNER?**

To successfully complete the SI4DEV Partners Program, interns, fellows and ambassadors are expected to submit monthly activity reports and participate actively in group discussions. Other responsibilities include;

1. Organizing SI4DEV events and projects (fundraising, planning, campaigns and representing SI4DEV).
2. Contributing to the SI4DEV website and social media (Writing articles, blog contribution, submitting resources for the website, sending in state status reports or focus area reports)
3. Remaining active and being proactive as it relates to your focus area activities and advocacy at various SI4DEV events in your state or local government.
4. Attending training events organized by SI4DEV (online or face to face) on general work and life skills, such as communication, leadership, teamwork, creative thinking, project planning, organizing and management skills.

## **6. DO I NEED TO BE TRAINED BEFORE I START THE SI4DEV PARTNERS PROGRAM?**

At the onset of the program, Partners immediately benefit from training opportunities and in-house curriculum and orientation. While prior training from other sources are always beneficial, they are not required.

## **7. IS THIS A FULL-TIME POSITION?**

No, this is not a full time position. Based on the training and development plan, Partners are expected to spend a minimum of 2, 4 or 6 hours a week respectively on SI4DEV activities in order to successfully complete the program as an ambassador, intern, or fellow.

## **8. WHAT SUPPORT WILL I RECEIVE AS A PARTNER?**

SI4DEV Partners receive general and collaborative support in the first 6 months of the program. There will be a general training and development plan and access to online curriculum and courses. There will also be on-going mentoring and professional development for personal development through our social media groups.

## **9. WHAT QUALIFICATIONS DO I RECEIVE AFTER THE PROGRAM?**

There will be no formal qualification but partners who successfully complete the program will receive an SI4DEV branded letter of support towards their personal goals, school or job applications or proposals for development grants. We can also make this a certificate of completion depending on request.

## **10. HOW WILL THE SI4DEV PARTNERS PROGRAM HELP ME PERSONALLY AND PROFESSIONALLY?**

We believe in the power of people and communities to lead social change and sustainable development. Our partners include government officials and policy makers, healthcare providers, educators, civil society and faith-based organizations, political and business leaders. Partners are expected to develop transferable personal and professional leadership skills such as time management, self-esteem and communication, problem-solving, design-thinking and project planning and implementation. You will have the purpose and sense of fulfillment knowing you're part of a movement to achieve just and fair communities with more participation in governance, accountable leadership, sustainable businesses and access to high-quality health care and education for all.

#### **11. HOW DO I BECOME AN SI4DEV PARTNER?**

The application process for everyone interested in becoming an SI4DEV Partner is an ongoing process on our website. However, only one cohort will be announced per year. The 2018 Class of SI4DEV Partners is a one-year program, beginning in Jan/Feb 2018 and ending in December 2018, after which they join the SI4DEV Partners alumni network. For more information, subscribe on our website ([www.si4dev.org](http://www.si4dev.org)) or follow and like us;

- Facebook, <https://www.facebook.com/si4dev/>
- Twitter, [https://twitter.com/si4\\_dev](https://twitter.com/si4_dev)
- Instagram, <https://www.instagram.com/si4dev/>
- LinkedIn, <https://www.linkedin.com/company/strategy-and-innovation-for-development-initiative/>

#### **12. HOW AND WHEN ARE SI4DEV PARTNERS SELECTED?**

The SI4DEV Board reviews and selects SI4DEV Partners in an ongoing basis, with special drives in January and February. Individuals who are selected to join the SI4DEV Partners Program will be notified in January and February of their class year, and there could be more than one batch to make up one cohort.

#### **13. WHO IS ELIGIBLE TO APPLY FOR THE SI4DEV PARTNERS PROGRAM?**

Anyone between the ages of 16 and 60 can apply. Applicants will not be discriminated based on gender, ethnicity, disability, sexual orientation, or local government or state of origin. Our review focuses on current impact or potential to engage leadership and catalyze change starting from the local community. Please note that partners must have regular internet access and be able to communicate proficiently in English.

#### **14. WHAT IS NEEDED TO APPLY?**

The application for the SI4DEV Partners Program includes basic demographic information including age, name, education, gender and occupation, state/LGA of residence and contact information (email and phone number). We also ask about leadership experience and interest in the SI4DEV focus and partner areas as well as ideas to transform your community and the country at large.

#### **15. CAN I STILL APPLY IF I AM NOT NIGERIAN?**

SI4DEV is starting operations in Nigeria beginning with the 2018 Class of Partners, and from our experience we will build a case study framework as we expand to other countries in the coming years.

#### **16. IF I HAVE APPLIED IN THE PAST BUT WAS NOT SELECTED, CAN I APPLY AGAIN?**

We urge you to improve your profile by committing yourself to improvement activities and projects within your local area, and then you can apply again at any time.

In conclusion, SI4DEV partners with and empowers innovative change-makers through leadership training, capacity building and technical support for collaborative action towards delivering a better quality of life and sustainable growth and development for local communities.