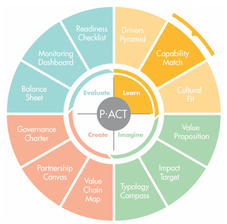
P·ACT

SEED promoting entrepreneurship for sustainable development

MITD-Lab designing for a more equitable world

Welcome to the Workshop

Name of Workshop



Tool: Capability Match

Why are we the right group of partners?

Step-By-Step

Step 1 — Define capability requirements ▶ Step 2 — Assess partner's capabilities ▶ Step 3 — Address tensions and gaps

Facilitation

Teams

Partner 1

Organization's name	
Representatives	

Partner 2

Organization's name	
Representatives	

Example

Step 1 Define Capability Requirements

Example: **Partner 1** **EcoAct**: Recycled plastic timber products; **Partner 2** **Fix-Chap**: Online marketplace for Handyman services.

Partnership Goal	Criteria: What capabilities do we need to achieve success?
Increasing service quality	Partner can cross advertise
Increasing service quality	Partner needs to fulfill requests in less than 48 h
	Partner average service quality rating needs to be > 4 stars
Reduce installation cost	Partner price per installation needs to stay below 30 $
Access new customers	Partner needs to serve customers within target profile

Step 2 Assess Partner's Capabilities

Example: **Partner 1** **EcoAct**: Recycled plastic timber products; **Partner 2** **Fix-Chap**: Online marketplace for Handyman services.

Partnership Goal	Criteria: What capabilities do we need to achieve success?		
Increase product awareness	Partner can cross advertise		
Improve service quality	Partner needs to fulfill requests in less than 48 h		
	Partner average service quality rating needs to be > 4 stars		
Reduce installation cost	Partner price per installation needs to stay below $30		
Access new customers	Partner needs to serve customers within target profile		

= Can not meet criteria

= Meets partially or developing

= Meets criteria

Step 1 Define Capability Requirements

Step 2 Assess Partner's Capabilities

Drivers	Criteria What capabilities do we need to achieve success?	Capability Assessments Who can contribute to what?			

Step 3 Address Tensions and Gaps

Next Steps	Timeline

Steps Description

Step 1 Define Capability Requirements

1.1. Together, use the Drivers Pyramid tool to identify your **partnership goals.**

1.2. For each of the partnership goals individually, ask yourself: ***What capabilities does our partner(s) need to absolutely have in order to achieve success on this particular goal?*** ALL partners can contribute criteria to ALL partnership goals.

1.3. For each goal, share your brainstormed criteria and align on a final list. Start with the criteria for your common drivers then move to discuss those for your individual must-have drivers.

Step 2 Assess Partner's Capabilities

2.1. Self assess your organization against the list of criteria. Ask yourself:

* Can our organization fulfill this criteria? And to what extent?
* What competencies or resources can we contribute?
* How unique is our contribution compared to other potential market actors?

Use color coded stickers or other markers to record your assessment against each criteria.

Step 3 Address Tensions and Gaps

3.1. Reflect together on the resulting collective self-assessment map. Not all criteria need to be fulfilled by all partners, but ALL partners need to feel that ALL criteria are sufficiently fulfilled.

- What criteria are under-fulfilled? Why?
- Can we negotiate on certain criteria to reach a better fit?
- Can we develop the missing capabilities within our group?
- Do we need to engage other actors? Who might they be?

3.2. Identify and record any agreed upon next steps and establish a plan and timeline to execute on them.