

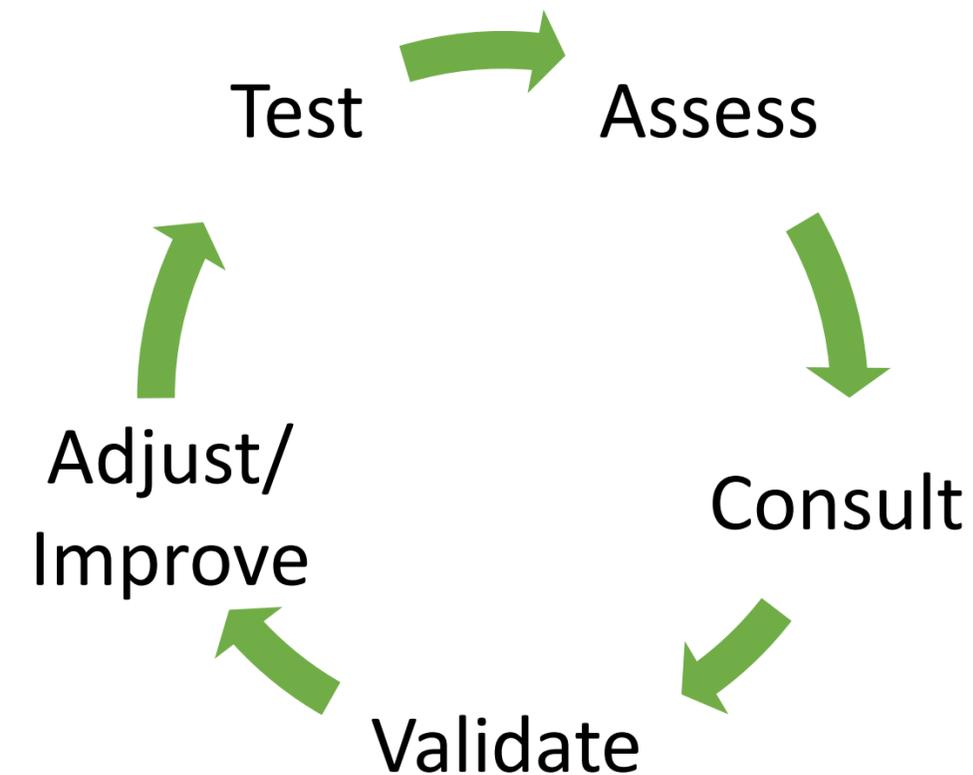
# ALiSEA Internal Structuration & Organization

# Gouvernance and Structuration

- **ALiSEA is an informal network**
- **Test** innovative mechanisms, **adjust and improve** governance arrangement through **members' suggestions**
- **GRET coordinator/manager towards member-owned network**

## Today objectives

1. **Present conclusion** on governance model (overall frame) discussed with members at national level and BM at regional level
2. **Q&A session** in plenary session
3. **Vote at regional level** to validate this overall frame of selected model
4. Discuss further the **detail implementation** of this model



# Gouvernance and Structuration

## Approach :

- a) 12 to 14 organizations from 3 countries involved in the strategy design
- b) Members consultations
- c) Adaptive management and learning loop
- d) Explore set up and learn from other networks

April 2021: **Creation of Board members** = multi-stakeholders committee at national level involved in the governance, strategy and activities implementation

July & Nov 2022: Members consultations, **National General Assembly**, BM mandate analysis after 2 years

May & Nov 2023 : Engage **discussions with all BM at regional level** + online webinar to share experience and lesson from other network

# Internal Structuration - Current Situation



**GRET** REGIONAL LEVEL :  
*1 organization: GRET, 3 people*

- TEAM**
- 1 Coordinator : 25%
  - 1 Social Media & Website Officer: 100%
  - 1 Small Grant Manager : 50%

- ROLE**
- Promote the Network
  - Small Grant Facility Guidelines & Implementation
  - Communication Implementation and tools
  - Knowledge Hub strategy development
  - Regional & National General Assembly
  - Donor, Reporting, Budget, Partnerships

NATIONAL LEVEL :  
**Board Members, 4 to 5 organizations**

- TEAM**
- 1 National Secretariat: 40%
  - 1 Knowledge Management Officer 20%
  - 1 Small Grant Officer 20%
  - 1 ToC/M&E Officer 20%
  - 1 Policy Dialogue Officer 20%
- GRET staff : 1 coordinator Camb + 1 Laos**

- ROLE**
- Promote the Network
  - Co-develop National Strategy & Action plan
  - Facilitate and implement Activities
  - National & Regional General Assembly
  - Engage with members



# Summary of the advantages, disadvantages and recommendations



## Advantages

### National BM

1. Specific role but **collective involvement**
2. **Participatory process**, bottom-up approach put in place to take decision and **being consulted**;
3. **Value diversity** of organizations and **multi-disciplinary** within BM
4. Encourage **Teamwork**

## Disadvantages

1. **Insufficient Time** (20%), especially for National Secretariat (should be increase to 50 or 70%)
2. **Only GRET** involve at regional level > put the network at risk
3. At international/ regional level, **no clear representative** of the network to share our vision

# Conclusion / Recommendations : national level

1. Should focus on **empowering the national dynamic** and board members as priority (to be more relevant, meaningful), and **don't give up on national governance**
2. **Organization of BM**
  - BM and national secretariat (executive role) should be **split**
  - BM should be **3 or 5 organizations** in order to take decision based on the majority
  - Should reduce the number of BM & **increase their time allocated** to reduce workload (increased efficiency, clear roles)
  - National BM should have President, Deputy, Member and **be elected by members**
  - Board Members committee is voluntary and non-remunerative
3. Should involve **young people** into ALiSEA National Board Members

# Conclusion / Recommendations: regional level

1. **Regional Board Member Committee** should be created and include representative from each country.
2. **Knowledge management** officer and **Policy dialogue** officer, these functions should also be also set up **at regional level**
3. Should put in place annual **evaluation and monitoring** to help us to improve

# Consolidation and results of discussions at National GA and members consultations

# Structuration at national level

- Create a National Board Members and National Executive Team
- Stable executive team during transition period, GRET engaged at regional level only

## Current Situation

**5 BOARD MEMBERS =  
Role Board & Executive Team**  
Member Organizations 20% +  
GRET national coordinators

- 1 National Secretariat : 1 Knowledge Management Officer
- 1 Small Grant Officer
- 1 ToC/M&E Officer
- 1 Policy Dialogue Officer

## Proposed Structuration for 2025

**BOARD MEMBERS:** volunteer basis  
**3 Members organizations elected by members**  
**4 years mandates - Rotation**

**Executive TEAM**  
**3 Member Organizations (40 – 50%)**

- 1 National Secretariat
- 1 Knowledge Management Officer
- 1 Policy Dialogue Officer

## Proposed Structuration for 2027

**BOARD MEMBERS:** volunteer basis  
3 Members organizations elected by members  
4 years mandates - Rotation

**Executive TEAM**  
**3 Member Organizations (100%)**

- 1 National Secretariat
- 1 Knowledge Management Officer
- 1 Policy Dialogue Officer

# Role of national board members and executive team

- **National Board Members :**
  - 3 people = President, Deputy, Member
  - Elected by members, Voluntary, 4 years position, Renewable
  - Role = strategy, guidance, representation/promotion, validate the next action plan, involve them for specific activity, involve in Ex Team recruitment in case of change
  - President join Regional Board Members Committee to represent the country level
  - At least meet twice a year (national GA, steering meeting)
- **Executive Team:**
  - 3 people (40-50% of time): National secretariat, Knowledge/Capacity, Policy Dialogue
  - Selected by GRET (involved through partnership agreement) and national BM
  - Role = co-development action plan, report to BM (2 times a year), action plan implementation, approval to welcome new members
  - Monthly meeting

# Structuration at regional level

- GRET's mandate will gradually shift from network coordinator to technical assistant and seek for the emergence of leadership from organization member to lead the network

## Current Situation

### Executive TEAM: GRET

- 1 Coordinator : 25%
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager : 50%

## Proposed Structuration for 2024/205

### BOARD MEMBER COMMITTEE

- Consortium of Organization

### Executive TEAM: GRET

- 1 Coordinator : **100%**
- **1 Knowledge /Capacity Building : 100%**
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager : **100%**

## Proposed Structuration for 2026/2027

### BOARD MEMBER COMMITTEE

- Consortium of Organization

### Executive TEAM: **Member Organization**

- 1 **Regional Director** : 100%
- 1 Knowledge /Capacity Building : 100%
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager : 100%



# Organization Chart

**Regional Board Committee**  
 1 People: President  
 3 Representatives: President of each BM (1 per country)

**Executive Team:** 1 Regional Coordinator  
 1 Regional Knowledge Hub/ Capacity  
 1 Website Officer + 1 SG Officer

Internal Charter (vision, mission, goals)  
 Regional Strategy  
 Fund raising  
 Represent & Promote the network



**National Board Members**  
 3 organizations (elected)

**National Board Members**  
 3 organizations (elected)

**National Board Members**  
 3 organizations (elected)

(1) Guidance/Strategy (2) Validate National Action Plan (3) Promote/Represent Network

**Executive Team**  
 3 organizations, 40-50%/month

- 1 National Secretariat
- 1 Knowledge Officer
- 1 Policy Dialogue Officer

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# Network: announcement of available positions

- **In Laos : National Secretariat Position**
  - 40 - 50% time available
  - Share ToR with all members
  - Interested member can apply by April (Interest letter and CV)
- **At Regional level: Regional Coordinator**
  - Seek for full-time person + based in Asia

# Vote on ALiSEA Internal Structuration (20min)

# Vote on ALiSEA Internal Structuration

1. **Do you agree with the new membership process?**
  - Yes, No, I don't Know, Blank
2. **Do you agree to create a national board member (volunteer basis) and a national executive team (3 people, 40-50%)?**
  - Yes, No, I don't Know, Blank
3. **Do you agree that national board members should be elected by members at the national general assembly (4 years mandate, renewable)?**
  - Yes, No, I don't Know, Blank
4. **Do you agree with the proposed regional structure for 2026/2027 (Gret coordination hand over to member organization and creation of regional board members) ?**
  - Yes, No, I don't Know, Blank
5. **And so, do you authorize GRET and current national board members to work towards this goal?**

# Way forward

## 2024

- Assessment of other existing networks
- Develop ToR of BM and Executive team at national and regional levels
- Share and consult with all members at national General Assembly (October)

## 2025

- Launch the announcement of BM position (early 2025)
- Organization of election of BM at national General Assembly (April/May)

# Q & A Plenary Session (20min)