

**Critical Ecosystem Partnership Fund**

No Objection Approval Pursuant to Section 4.1 of the Operational Manual

July 21, 2025

**Organizational Development: A Five-Year Strategy for CEPF**

**Recommended Action Item:**

The Donor Council is asked to review and approve CEPF's new Organizational Development strategy. This document is for internal use only. Implementation of the strategy will include preparation of a "public" version of the strategy and tools that will be available on the CEPF website.

The deadline for no-objection approval is 4 August 2025.

**Background:**

In early 2024 CEPF received funds from Fondation Hans Wilsdorf for new investments in the Mediterranean Basin and the Guinean Forests of West Africa, and to deliver organizational development (OD) across the program. The allocation for OD totals US\$3.1 million to be implemented over five years, with the first step being the development of a five-year strategy for a new approach to OD.

To this end, on 15 September 2024 CEPF issued a request for proposals for development of the strategy. The consulting firm Gen-H GMBH was selected to do the work. The consultancy was conducted between 11 November 2024 and 30 April 2025. The team comprised Jany Barraut of Gen-H and Pierre Volant of Ikivox.

The team conducted numerous interviews and consultations and held collaborative workshop sessions on 22–23 January, during which the Secretariat, RITs and selected grantees provided inputs for a first draft of the strategy. Progress was presented at the 78<sup>th</sup> Meeting of the CEPF Working Group held on 15 January 2025, and again at the 44<sup>th</sup> Meeting of the Donor Council held on 11 February 2025.

On 30 April 2025, the team submitted their final report, comprising the Organizational Development strategy. This document is comprehensive, and contains context and strategy, process for delivery and implementation, cost estimates, tools and recommendations for monitoring. Implementation of the strategy includes development of public awareness materials and refinement of the elements of the submitted document, to ensure that it is appropriate for a range of audiences. Following approval of this document, an abbreviated strategy will be posted on the CEPF website, with links to tools and background materials.

**Annex: CEPF's Organizational Development Strategy**