

	Reason for intervention	Indicators	Sources of Verification	Assumptions ¹
Main objective	Leistung eines Beitrags zur nachweislichen Verbesserung der Lebensbedingungen und Stärkung der Rechte benachteiligter Menschen in Afrika und Zentralamerika.			
Project objective	The partner organisations of HORIZONT3000 and its Member Organisation improve their performance through services in the area of Knowledge Management and Organisational Development	Until end of 2018, at least 20 local partner organisations , and 15 Technical Advisors use methods and experiences that they got to know via KNOW-HOW3000 activities for their project work and/ or their organisation's work.	<ul style="list-style-type: none"> • Informationen from PP-Files or from Baseline-Data planned to be gathered (integrating questions in baseline-studies to be conducted) • Reports from Partner organisations • Minutes/ Documentation of events • New project proposals/ pilot projects of partners • Action plans for Learning or Management Response after KNOW-HOW3000 activities • Follow-Up Surveys on KNOW-HOW3000 activities • Evaluation/ impact study on KNOW-HOW3000 activities 	A ToC or Outcome Mapping can be elaborated for KNOW-HOW3000 integrating representatives of all regions

¹ A more detailed discussion and description of assumptions will be provided once the Theory of Change has been elaborated

<p>Expected results</p>	<p>1. KNOW-HOW3000 Learning & Sharing HORIZONT3000 partner organisations and Member Organisations partner organisations are enabled to learn from their and/ or other organisations experiences</p>	<ul style="list-style-type: none"> • RI 1.1 Until end of 2017 /18, 5 Communities of Practice in 3 regions have implemented joint learning and sharing activities • RI 1.2 Until end of 2018, at least 20 partner organisations have completed an experience capitalization process (via systematisation or other methods). • RI 1.3 Until the end of 2017, at least 2 new (local) methods for experience capitalization/ learning from experience have been tested. • RI 1.4 Until end of 2017, at least 2000 persons (at least 40% women) of HORIZONT3000' and Member Organisations' partner organisations, TAs and further cooperation partners have gained new insight for their work via KNOW-HOW3000 sharing events, exchange visits, specific trainings or Borrow-a-Technical Advisor missions. 	<ul style="list-style-type: none"> • Documentation of activities of CoP • Documentation of experience capitalization • Workshop documentations for new learning methods • Reports and List of participants of KNOW-HOW3000 sharing events, exchange visits, specific trainings and Borrow-a-Technical Advisor missions. • Technical Advisor logframes and reports 	<p>Resources and attention of target groups are not bound by other unforeseen events/ obligations.</p> <p>Communities of Practice are not affected/ hampered by competition between partner organisations (HORIZONT3000 and Member Organisation).</p> <p>The implementation of KNOW-HOW3000 activities in the Global South are not affected by the local political/ ecological and/ or economic situation.</p>
	<p>2. KNOW-HOW3000 Internet Platform The internet platform provides more effectively information and know-how relevant to HORIZONT3000 partner organisations', Member Organisations' partners and further cooperation partners'</p>	<ul style="list-style-type: none"> • RI 2.1 Until the end of 2016, the KNOW-HOW3000 internet platform is analysed and adapted regarding to its user groups (TAs, HORIZONT3000 employees in VOS and Vienna, and Member Organisations' employees) and its support for CoP and Borrow-A-TA (user-profiles/competence-matrix) • RI 2.2 Until the end of 2018, 1.000 	<ul style="list-style-type: none"> • Google Analytics • User Profiles • Tools for comments/rating of downloads 	<p>Good Internet Connection for TAs</p>

	work.	persons of HORIZONT3000 partner countries have used the KNOW-HOW3000 Internet Platform for at least 10.000 ² Downloads of provided experiences, methods and other documents.		
	<p>3. Organizational Development HORIZONT3000 and its partner organizations' structures and processes are (demonstrably) improved to serve their target populations' needs.</p>	<ul style="list-style-type: none"> • RI 3.1 Until the end of 2018, 20 TAs and 20 partner organisations of HORIZONT3000 and Member Organisations use relevant tools/ instruments/ templates from the OD-Toolbox. • RI 3.2 Until the end of 2017, Knowledge Management and Organisational Development is integrated into PCM of HORIZONT3000 programs (ADA-FP and Technical Advisor-Program) 	<ul style="list-style-type: none"> • Reports and minutes of TAs and local partner organisations where use of OD-toolbox is evident. • Adapted HORIZONT3000 ORG-Handbuch • Adapted Organisational structures/ charts of partner organisations • PP-Files • Adapted ToR for Evaluations (FP and TA-Program) • Adapted reporting format to get information on changes at organizational level (??) • Adapted job descriptions of HORIZONT3000 employees (Vienna and VOS) 	<p>Technical Advisors take up responsibilities as masters for the toolbox.</p> <p>Organisational culture and processes/ resources allow for changes in partner organisations.</p>

² Diese Zahl kann sich noch ändern je nach Ergebnis der bis Mitte 2016 geplanten Adaptierung/ Anpassung an spezielle User-Gruppen der Plattform

Activities	Means/ Resources	Budget in EUR	Risks
Ad Expected Result 1: Learning & Sharing			
Activities in Global South			
A 1.1 Experience Capitalization with Systematization ³ and other methods	Working time regional office staff, facilitation, transport, workshop, accommodation, meals, documentation	44.195,00	Facilitators for systematization or other methods not available
A 1.2 Planning and implementation of local, regional sharing events	Working time regional office staff, facilitation, transport, workshop, accommodation, meals, documentation	127.790,00	
A 1.3 Planning and implementation of specific trainings for partner organisations (H3 and MO)	Working time regional office staff, facilitation, transport, workshop, accommodation, meals, documentation	66.880,00	
A 1.4 Planning and implementation local, regional Exchange Visits	Working time regional office staff, transport, accommodation, meals	55.215,00	
A 1.5 Planning and implementation of trainings / sharing events for TAs during AGMs	Working time regional office staff, transport, facilitation, meals, accommodation	80.725,00	
A 1.6 Borrow-a-Technical Advisor	Working time regional office staff, transport, accommodation	25.695,00	
Activities in Austria/ Europe			
A 1.7 Coordination of experience capitalization process and products	Working time Knowledge Management coordinator and sector coordinator	31.695,00	

³ Implementation of systematization processes are mainly covered by partner organisations with their respective budgets from program interventions

Activities	Means/ Resources	Budget in EUR	Risks
A 1.8 KNOWLYMPICS – Olympic games for experience capitalization	Working time Knowledge Management coordinator and sector coordinator	25.695,00	Partners don't have time to participate due to high work load of project implementation
A 1.9 international event for advocacy and visibility	Working time Knowledge Management coordinator and sector coordinator	55.195,00	
A 1.10 Thematic communities of practice (former EoE)	Working time Knowledge Management coordinator and sector coordinator	22.495,00	HORIZONT3000 and Member Organisations staff are open to take up responsibilities within CoP
A 1.11 coordination of impact/ performance measurement and impact analysis of KNOW-HOW3000 activities	Working time Knowledge Management coordinator and sector coordinator	20.695,00	
Ad Expected Result 2 Internet Platform			
A 2.1 Restructuring of Internet Platform	Working time Knowledge Management & IT	30.445,00	
A 2.2 quarterly newsletter on activities on platform	Working time Knowledge Management & IT	30.445,00	
A 2.3 implementation of extended user profiles	Working time Knowledge Management & IT, costs for programming	30.445,00	Users don't update their profiles
A 2.4 integration of tools for comments or rating of available documents	Working time Knowledge Management & IT, costs for programming	30.445,00	
Ad Expected Result 3 Organizational Development			
CoP Organisational Development			
A 3.1 Installation of CoP for Organisational Development	Working time sector expertise Organisational Development	37.225,00	

Activities	Means/ Resources	Budget in EUR	Risks
A 3.2 Adaptation and Extension of OD-Toolbox	Working time sector expertise Organisational Development	37.225,00	
A 3.3 Maintenance of Toolbox by Toolbox-Masters	Working time TAs and sector expertise Organisational Development	37.225,00	Technical Advisors don't take up responsibilities as masters for the toolbox.
Integration of KNOW-HOW3000 into HORIZONT3000 processes/ strategy			
A 3.4 Integration of Knowledge Management into HORIZONT3000 strategy 2016-20, HORIZONT3000 processes (Intercambio) and PCM (PE + FIN)	Working time Knowledge Management coordinator, sector expertise Organisational Development	31.945,00	
A 3.5 Integration of KNOW-HOW3000 requirements and Organisational Development into Job Descriptions of HORIZONT3000 employees (Vienna and VOS) and TAs	Working time Knowledge Management coordinator, sector expertise Organisational Development	20.695,00	