

Creating Tangible and Lasting Change

We took what we heard from more than 300 discussions with members, clients, partners, and stakeholders and translated it into action.

They told us that power will shift when funders, international and local implementing partners focus on specific levers of change within four areas:

INSTITUTIONAL ARCHITECTURE

The system and structure of the work.

- IA1** Invest the time and resources to identify power differentials and redesign business & operating models.
- IA2** Strengthen leadership and governance capabilities to be agile, equitable, and change-ready.
- IA3** Decentralize authority over design, execution, and accountability to those closest to the work.

PEOPLE & CULTURE

Who does the work and how we work together.

- PC1** Rethink which roles and responsibilities sit where and recruit accordingly.
- PC2** Adopt equity-oriented compensation and benefits.
- PC3** Prioritize investment in the professional development of local staff.

FUNDING & FINANCIAL SYSTEMS

How the work is funded.

- FF1** Ensure everyone has strong policies and systems in place for financial management, cost recovery, and fundraising capabilities.
- FF2** Commit to and require full and fair coverage of project-associated administration costs.
- FF3** Ensure organizations have a diverse income base that includes unrestricted funds to build their reserves.

RISK & COMPLIANCE

Accountability for the work that is being done.

- RC1** Adopt a trust-based compliance approach that shifts the sector from risk transfer to risk sharing.
- RC2** Invest in building accountability structures and organizational capability to identify and manage risk.
- RC3** Commit to harmonized due diligence reporting and audit procedures.

From this grew our Theory of Change:

Equitable and locally-led development only happens when organizations exercise autonomy over their institutional architecture, people, funding, and risk.

What does this mean in practical terms?

Through the Humentum Way, we work with funders, international and local implementing partners to build and support operating models that create equity, resilience, and accountability.



THE HUMENTUM WAY IS A WRAP-AROUND APPROACH TO:

- Connect with peer communities and advocacy platforms
- Assess needs
- Co-create and deliver solutions
- Benchmark results

OVER THE NEXT 10 YEARS:

- 20,000 organizations will achieve greater equity, resilience and accountability
- Local implementing partners will claim and exert autonomy, participation and voice
- Funders will set and exceed goals for equitable funding
- Operational barriers to effective locally-led development are removed