

MISSION FEEDBACK FORM

Please be as extensive as possible in your answers in order to facilitate lesson learning

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| MISSION/ACTIVITY | Support to Sida/MoI Programme Design for Community Policing Albania |
| VENUE/DATES | Albania: 23-27 Aug 2010; 07-15 Oct 2010; 14-25 Mar 2011; 19-21 Apr 2011 |
| POC | Sofie Berghald (Stockholm) / Linda Gjermani (Tirana) |
| <p>Do you feel that the objectives of the Activity/Mission were met (Yes/No/Partially)? Yes.</p> <p><u>Comments (including details on any objectives that were not met):</u> <i>Due to the complexity of the approach as such (no Albanian request from the early start, process initiated due to strategy objective included in the Swedish cooperation strategy 2009-2012) there was also a degree of uncertainty from Sida considering the final outcome/s from the assignment. Possible negative end effects due to this difficulty have however somewhat been avoided due to a very close and open cooperation with ISSAT.</i></p> | |
| <p>What would you encourage ISSAT to replicate in future engagements with you or other mandators? <i>-The broad and active participatory approach (ex: workshops placed also outside the capital, repeated missions) which has strengthened the validation and consolidation of delivered outputs. -Close involvement of main national stakeholders (future main beneficiary) has secured the Albanian ownership. The establishment of a mixed team including a national coordinator/project leader.</i></p> | |
| <p>What would you suggest ISSAT alters in its approach with you or other mandators? <i>-Include possibilities in ToR (or similar) related to flexibility in order to adjust planned activities/objectives in relation to experiences made during the implementation of the assignment. Important also to include thoughts/feedback related to organisation and implementation of the assignment in the specific mission reports, to provide insight regarding possible needs for adjustments (ex: Need to adjust some initiate assumptions related to the proposed approach, need to involve additional/other experts in the team, time plan). - Perhaps also relaxing a bit the stress from the formal side of relationships with the mandators and the recipient government, as an adaptation to the relatively informal working culture that prevails in development cooperation work/field.</i></p> | |
| <p>ISSAT aims to demonstrate integrity through adherence to its values of:</p> <ul style="list-style-type: none"> a) Professionalism b) Innovation & Creativity c) Commitment to Learning d) Agility & Flexibility <p>Please comment on the extent to which you feel these values were upheld by ISSAT and include any recommendations you have on how ISSAT could improve in these areas:</p> <p><i><u>Professionalism:</u> Has been very high!</i></p> <p><i><u>Innovation & Creativity:</u> During the missions was used a variety of methods to achieve involvement from the participants and effectiveness of the activities organized.</i></p> <p><i><u>Commitment to Learning:</u> The attitude has been very open-minded and fully respecting the knowledge base and experiences from participants in the program formulation process.</i></p> | |

Agility & Flexibility: The mission has achieved a lot during a limited time and has used effectively even week-ends for workshops with high level of participation and interest. Working days were used to maximum extent and also the communication with different stakeholders has been very intensive and effective, using both formal and informal channels and when required in parallel. All logistical issues have been thought about and dealt with successfully. Team members were able to cover well for each-others when necessary (illness as an example) and the results have been still excellent.

Other Comments: We have full trust that the process to design the community policing program in Albania has been conducted in the most professional way and it reflects the needs of the Albanian beneficiaries and is in line with the TOR prepared by Sida.

Please list any follow-on activities that you foresee: Possible advice during the implementation.