

14

Total Responses

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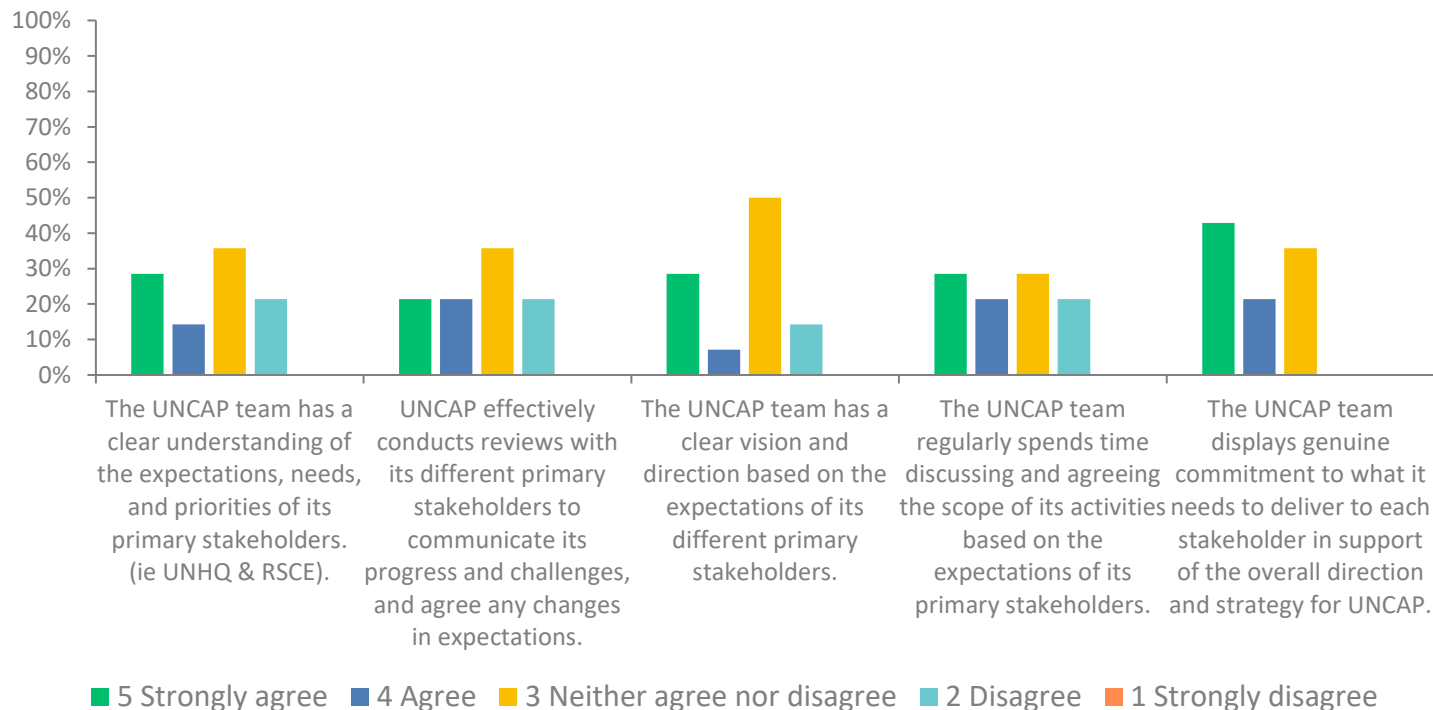
Complete Responses: 14

What are your expectations for the UNCAP team building workshop from 21st – 23rd Aug?

- To learn better
- I hope the workshop will enhance our communication, collaboration and trust within the team.
- To build more in-depth knowledge of the role other team members play in the effective delivery of training sessions and how my role interfaces with other members outside the actual training dates. Become more involved.
- To get to learn more about fellow team members in UNCAP and bond more both at a professional level and personal level.
- To get clear guidelines on the roles we are supposed to play in UNCAP
- Stronger collaboration of the UNCAP team, recognizing each other strengths and building on those.
- Increased employee engagement and morale
- I have low/realistic expectations. Hopeful that it will improve the team dynamics.
- Review team current activities
- Staff structure
- With the hindsight of the aim to grow UNCAP into an Academy similar to NCI A or an Independent training Academy that supports UN peace keeping trainings.
- Based on this aim i expect that we shall look at the structure of the Academy visa vis an already existing establishment like NCi. In terms of the full training function. This means syllabus based on TNA, existing courses, trainers, existing staff , organisational structure, evaluations. Bottom line is finding strategy to formulate the dream Academy
- Greater self-awareness and team awareness of the issues at hand.
- Personal/professional development.
- Learning
- Seeing how the team comes together for something new (and maybe a bit uncomfortable).
- To become a better team player
- To understand how to deal with people with diverse temperaments
- To know my teammates better
- How to improve performance
- Understand work life balance
- I have the following expectations for the UNCAP team building: Improved synergy between team members /Improved understanding of roles and responsibilities /Improved understanding of line of management /Improved academy structure
- Shared knowledge of best practices
- To get to know the participants who implement the training at the professional and personal level.
- To come up with the right policies that will enhance UNCAP going forward, figure out the actual needs of UN missions in the field and build a strong capacity for UNCAP trainers.

Q2: Thinking of the primary stakeholder organisations (UNHQ, RSCE, RFTS, Donors and Missions) that UNCAP delivers to, please indicate to what level you agree or disagree with the following statements. From 1 (Strongly Disagree) to 5 (Strongly Agree)

Answered: 14 Skipped: 0

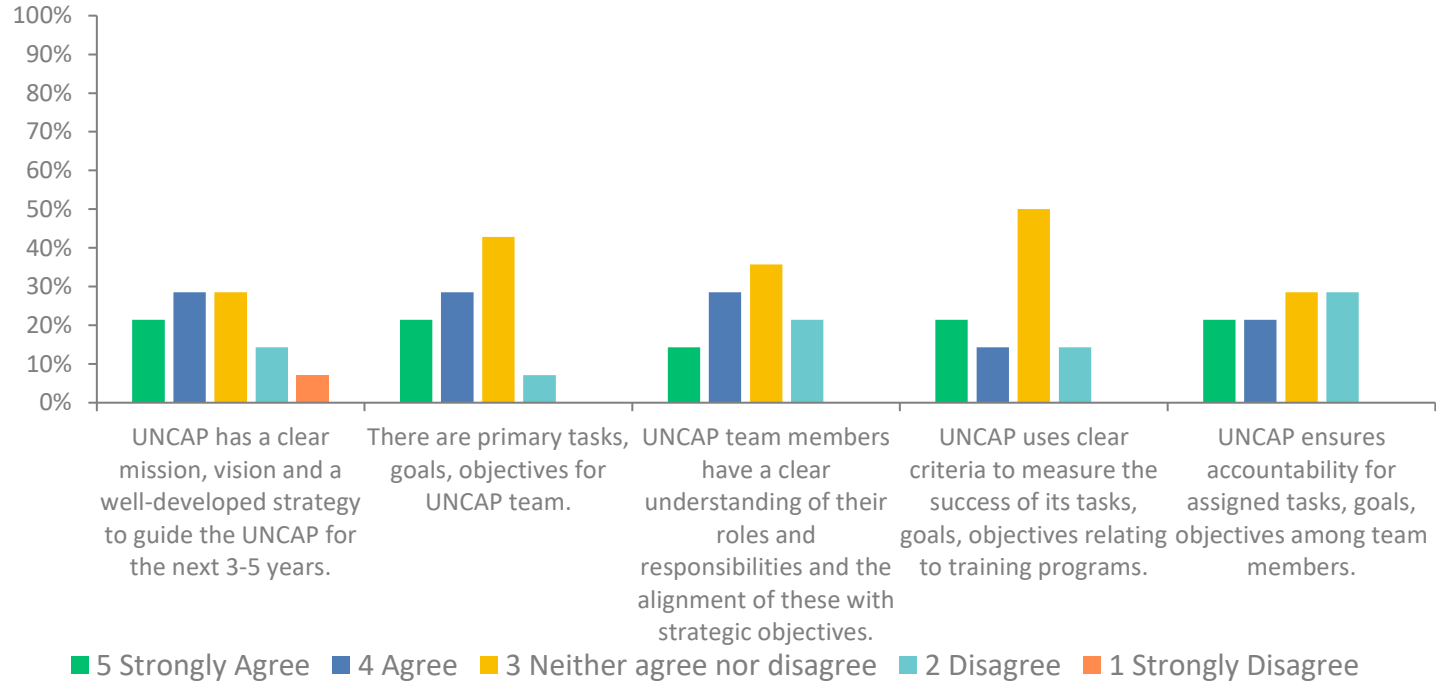


What do you think are the key external challenges that the UNCAP team faces now and for the future that will impact the vision and direction for UNCAP?

- Funding
- Changes in technology that require huge investment. Funding challenges as UNCAP is funded extra budgetary.
- Availability of trainers, since UNCAP does not have trainers attached to its own unit but relies on other units providing training resources. Additional and regular refresher training required for trainers based on UNCAP's vision and mission.
 - Budgetary constraints.
 - Large dependence on external trainers from various missions instead of inhouse.
- I am not sure; I am not involved in the internal operations of UNCAP since am not in the core team.
- UNCAP needs to build on their training expertise and skillsets to be able to effectively handle variety of training projects and workshops.
- Not sure of the current external challenge but future challenge could be lack of necessary support and resources in order to achieve the team's vision.
- Loss of support from Member States due to under performance.
- External Challenges:
 - Funding: This is needed to regularise the staff/UNCAP team. It fosters stability and work-life balance.
- Finance/UN political dynamics
- Changing nature of peacekeeping, funding, peacekeeping shutting down
 - External parties do not exactly understand who we are therefore support is sometimes difficult
- Resources, integration/alignment with other UN strategies and initiatives, bridging the ever-changing technology gap, relationship with UNGSC, TPP and UNHQ, and the AU partnership.
- UNCAP team needs solid financial support it future program

Q4: Thinking of the Team Task, please indicate to what level you agree or disagree with the following statements. From 1 (Strongly Disagree) to 5 (Strongly Agree)

Answered: 14 Skipped: 0

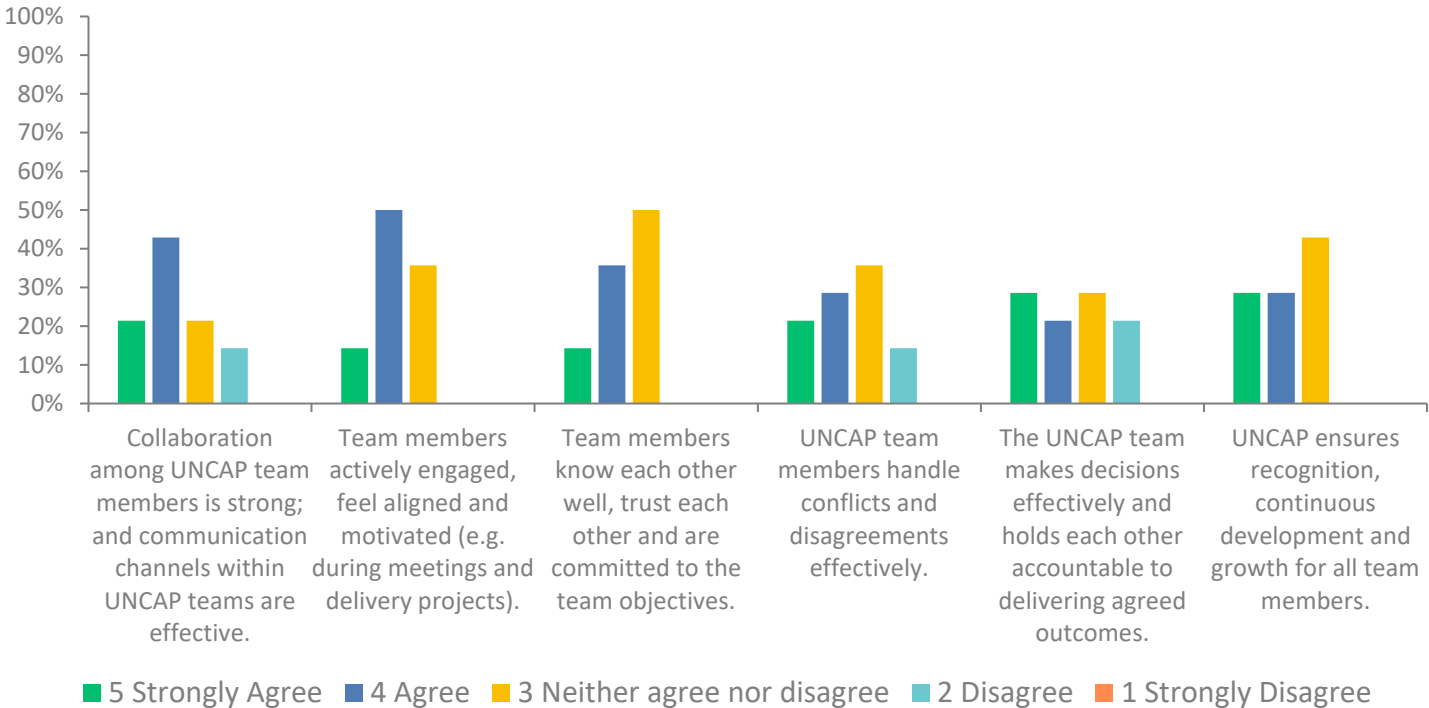


How far do you think the UNCAP team is collectively aware of why it was created, what it must deliver and for whom?

- I think they are very aware of their mandate
- Unable to provide a clear response since I do not work with the Team directly.
- Very aware.
- 70% collectively aware.
- I am also not sure of this since I don't work for UNCAP.
- The core UNCAP team may be aware of its purpose, however, external facilitators that come in to support (such as myself) may not have the same understanding and information given.
- Based on the past trainings delivered by & to the team, I think they know the why, what and to whom.
- I don't know, but every course delivery seems like the first time the team in EBB is delivering one... since 2016.
- UNCAP has experienced several rotations of staff and resources which does affect its functionality. Previous colleagues might have been aware of the UNCAP deliverables but for new colleagues, there is need for an on-boarding to guide the functionality of the new team players.
- UNCAP team may be collectively aware why it was created however based on uncertainty surrounding future of UNCAP i.e. Will UNCAP strategy be maintained, will finances be obtained ..answer to question of how far is compromised
- I think there is awareness of what UNCAP is and what we are supposed to be doing, but no clarity of where it is going. Maybe the higher leadership has a strategic plan, but at lower levels, there is no seemingly clear vision and direction.
- Work is not clearly streamlined or rather specialized. One ends up doing so many tasks, under so much pressure and this compromises quality
- Lack of synergy by some team members
- The team understands the mission and the client however tasks need to be streamlined
- Needs maturity.
- to best of my knowledge UNCAP team has better understanding or aware of why it was created and since 2022 to date the UNCAP is moving towards that direction.

Q6: Regarding the Team Relationships, please indicate to what level you agree or disagree with the following statements. From 1 (Strongly Disagree) to 5 (Strongly Agree)

Answered: 14 Skipped: 0

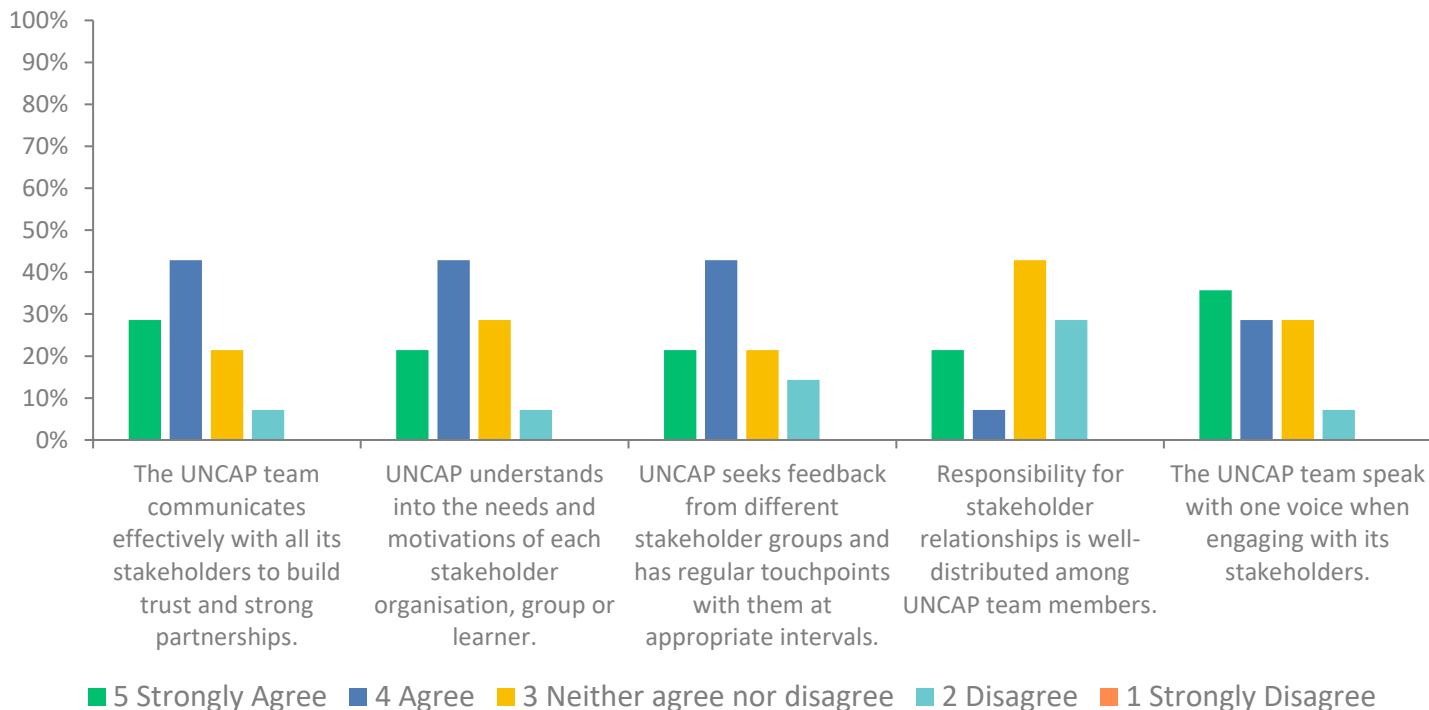


How effectively do you work together, what do you think needs to be improved in the dynamics of the team?

- we work very well
- My relationship with the Team is great, very supportive when am engaged by them.
- Quite effectively.
- UNCAP needs to improve on sharing of information with the external trainers especially on the yearly calendar program to allow them plan effectively.
- I am not a UNCAP team member, though was nominated to attend the courses to be future trainer
- I am an external facilitator to the team, and I have no information on the inner workings of the core UNCAP team. I have suggested to create a network of different training teams in Entebbe as a starting point of better collaboration cross-teams.
- We are an adaptive team. Improve on communication.
- Clarity of roles and responsibilities. Everyone feels entitled but nobody is accountable.
- So far, our working relationship has been great. There is a lot of un-learning and re-learning to do. The UN is a peculiar place, and things are done differently, for me the current UNCAP team members have been supportive.
 - Better communication and transparency (with regards to access to information) can be improved.
 - Some team member roles are clearly defined and others not. This can improve as well.
 - I think it is mandatory that information is put on the SharePoint for easy access as against saved on personal computers. This is the case for old colleagues both in NY and Entebbe.
- Team members to stick to their job descriptions
- Clearer delegation of tasks
- Clearer roles/responsibilities
- Less favoritism / side conversations / sidelining
- More transparency on the why behind decisions
- Same standards for everyone
- We work well however a few issues need to be straightened.
- The team needs to be well engaged in team related decisions
- Specialization of work to allow excellence and growth
- Increase work recourses (staff)
- Clearer lines of responsibility are needed.
- More engagement and capacity building are needed.

Q8: Thinking of the stakeholder organisations (UNHQ, RSCE, FTS, Donors and Missions) that UNCAP delivers to, please indicate to what level you agree or disagree with the following statements. From 1 (Strongly Disagree) to 5 (Strongly Agree)

Answered: 14 Skipped: 0



What in your opinion needs to improve with how UNCAP communicate and partner with various parts of the wider external UN system?

- Communication can be more frequent
- They need to provide up to date information on the activities of the academy and also highlight how their training has impacted the target audience.
- I think UNCAP needs to communicate its Yearly programs well in advance with various parts of the wider external UN System.
- Sorry, am not in UNCAP core team
- Sometimes, information is shared last minute or on Friday (just before Monday when the training starts). This needs to improve.
- Explore strategic partnership with govt, and other industries to keep abreast with current technologies.
- Internal communications within the team needs to improve first.
- A yearly report is published, and this is fine.
- At management level, other types of engagement occur which includes donor reports and factsheet.
- It can be improved based on the member state/partner request but so far, things have worked just fine.
- More vigilance in advocating to what the Academy offers . Through loud communication
- More consistent communication
- More professionalism
- Create Monthly reporting to donors
- Create awareness platforms for all to know what UNCAP is about
- The needs should be clear, concise and well-articulated.
- UNCAP needs to organize workshop quarterly meeting with its external stakeholders

What would be a good overall outcome for the UNCAP team in the context of the Team Building sessions?

- enhance synergy
- Can they, as a team, work to move the academy to the next level? That will need trust and better collaboration.
- Identifying gaps and opportunities and devising ways to mitigate and take advantage of them respectively.
- All of to know how best we can contribute our best of abilities to see a winning UNCAP team
- Better understanding of UNCAP overall goals and how they tie in with the groundwork of the UNCAP team and trainings they support.
- Improved communication among the team, identification of strength & weakness of team members and boosted morale.
- Clarity and ownership of roles and responsibilities = accountability
- Efficient and effective operability of the training academy in terms of operational capability and deliverables
- A way forward to building a strong unified professional well-structured Academy
- Group cohesion with regards to the future direction / all initiatives
- Have a specialized team for example groom a team of trainers, Quality assurance, Administration, Communication, Reporting etc
- At the moment we do a bit of everything, yet tasks do not relate "
- To provide clarity to the questions posed in this questionnaire.
- Implement all policies what would come out team building sessions

What would be a good overall outcome for you personally in the context of the Team Building sessions?

- understand the team better
- Learn something new and useful about the team members, something that will hopefully contribute to a better relationship with each other.
- Getting to know the team members better and learning something new from the experience.
- When everybody has a role to play at their best.
- Better understanding of UNCAP, as well as strengths and personalities of UNCAP team members and everyone supporting their trainings.
- Improved communication and collaboration as well as increases morale and job satisfaction.
- That I'm able to contribute to the team's improvement.
- An improved working environment, productivity and job satisfaction
- Being able to be placed well in the Academy structure based on my capabilities and professional experience. I would like to be part of the team that builds the academy to a higher level
- Feeling closer to teammates and like I can rely on people.
- To help us streamline the team
- Growing the team to places of leadership and new territories
- To develop a stronger more aligned team within UNCAP and with UNHQ.
- Strengthen UNCAP team working activities and promote more collaboration and establish proper communication with technical team.