ACHIEVEMENTS January - June 2018

- Finance: Customization and automation - design & delivery of financial reports, including budget vs. actual
- Finance: Improved month-end closing time and timeliness of donor reports
- Finance: Approval of Investment and Reserves Policy, implementation underway
- HR: Initial benchmarking and analysis of total compensation
- HR: Hired Manager, HR, Africa Region; Associate, HR, Kenya
- IT: Hired Associate Director, IT in DC; Associate & Sr. Associate, IT in Kenya
- IT: Completed design of Salesforce-Intacct integration, deployment pending
- Occupational safety protocols developed for fire, first aid, road safety, and chlorine handling
- Section 8 organization registered in India: Evidence Action India Foundation
- Sustained progress on Vision, Mission, Values including office-level ownership on culture-building activities

UPCOMING WORK

- Finance: Rollout of aligned and improved Global Finance Policies
- HR: Standardization of Africa Region benefits; standardization of titles
- HR: Rollout and training on occupational safety protocols
- Change management competency training for managers
- Setup of Evidence Action India Foundation
- Formalizing and strengthening grant management procedures
- Operationalizing company registration in Nigeria

LESSONS LEARNED

- Certification of a staff as Change Management Practitioner has highlighted importance of change management planning and approach
- Company Intranet has improved accessibility and visibility of policy & procedures
- Leveraging the train-the-trainer approach is valuable for cost savings and better user adoption