

## ***Case Study 4: IPHRS: an innovation for Partner Sustainability***

After having worked with different Partner Organisations (POs) for quite some time, we identified different types of knowledge, skills and experience within them and recognized that here was an opportunity presenting itself. All of our POs in Sunsari have their own specific knowledge, skills and experience and we could use these for other POs that are looking for information and coaching in a specific area. And so the idea of Inter Partner Human Resource Sharing (IPHRS) came into being in the Sunsari Cluster Team. We realized that IPHRS is part of capacity building our partners at local level. In the process of defining an IPHRS process, we used some human resources of POs as a try-out and received positive response from the resource giving POs and the receiving POs. It encouraged us to go further.

One of our objectives for using IPHRS is to build the capacity of our partners so that they develop professionalism in their respective subject. Another reason is to increase access to technical experts at local level. Finally we hope that IPHRS will help our POs to demonstrate the value of respecting each other by sharing experience and mutual learning.

Now four POs are sharing their technical knowledge and skills with other UMN POs in HIV/AIDS, Enterprise Development, Women and Children and Education. We are positive about the outcomes:

- Knowledge, skills and expertise is shared
- Planned activities happen in time due to easily accessible human resources and their expertise
- Increasing confidence and facilitation skill of resource giving organisation
- It increases professionalism in the respective subject. Resource persons said that they are encouraged to explore new ideas, methods and tools in order to be a good facilitator in their subject.
- Strengthened relationship between local partners due to informal learning which leads to better understanding and sharing of Best Practices from both POs.

Inter Partner Human Resource Sharing is a new idea to explore different resources and utilize them appropriately. It encourages our POs to develop their core 'business' and share this with other POs. It is a good way to change organizational behavior and to become a sustainable organization. The Sunsari Team values IPHRS as a Best Practice. It has proved to be good for our partners and for UMN.

***Written by  
Chandra Kala Subba  
Organisational Development Officer  
Sunsari Cluster***