

A SWOT Analysis-

We learn from evaluations

By SESADU - Swedish- Eritrean Partnership For Democratic Development in Eritrea

The Swedish- Eritrean community for democratic change – built and registered 2009 in Stockholm a partnership(SESADU) an all inclusive partnership will organize a workshop assessing the past activities in Stockholm- Sweden for democratic change in Eritrea.

Evaluations are today commonplace in most organizations. They serve a current and immediate purpose as management instruments. In addition they are also seen as a major source of knowledge about whether an organization is doing the right thing in the right place and the right cost. These experiences are believed to be fed into the organization " memory" and ought to result in fewer mistakes being made in the future. Thus, the organization is expected to learn from its activities, correct them and develop new and better ways of doing what it is supposed to do.

ካብ ገምጋም ስራሓትና ንመሃር

ሎሚ ኣብ ዝኸነ ስራሕ ገምጋም ምዃውታር ኣብ ዝበዘሉ ትካላት-ውድብ ልሙድ ኢዩ። ገምጋማት ንእዋናውን ህጹጽን ጉዳያት ዘገልግል መሳርሒ ናይ ሓደ ጽፍፍ ምሕደራ ኢዩ። ብዝያዳ ድማ ዝዓበዩ ምንጪ ናይ ፍልጠት ብዛዕባ እታ ትካል ነቲ ቅኑዕ ስራሕ ኣብ ዝግብኡ ቦታን ብቅቡል ዋጋንዶ ተመሓድሮ ኣላ ንክትፈልጥ ዝሕግዝ መሳርሒ ኢዩ። እዚ ተመክሮታት ዚ ድማ ኣብ ሕመረት እታ ትካል ተዋሃሂዶም ከም ዝዘከሩ ይገብር ንመጻኢ ብውሑድ ጉድለታት ከም ትሰርሕ ይሕግዘካ፣ በዚ ምክንያት እታ ውድብ ኣብ እትካይዶ

ንጥፈታታ ጉድለታት እናኣረመትን እናመሓየሽትን፣ ሓደስትን ዝሓሸን መገድታት ናይቲ ክፍጻም ዘለዎ ስራሓት ትምህዝ።

The workshop will discuss on the partnership's work planning, performance and results evaluation.

1. Work and activity planing

Strategic planning is a way of thinking, acting and learning that can enable organizations to better achieve their goals and secure their survival amid the uncertainty and complexity of their internal and external environment.

Strategic planning presents an approach to dealing with serious challenges and making the most opportunities. The strategic planning process allows organizations to develop and determine their long term vision, direction activities and performance. It usually takes all-inclusive view by looking at the "big picture" of the what, the why, and the how of the organization, but it also leads to specific targeted actions against the dictatorship in Eritrea.

Strategic planning can thus be defined as, " a deliberative, disciplined effort to produce fundamental decisions and actions that shape and guide what an organization is, what it does, and why it does it.

The Eritrean – Swedish Partnership is a visionary partnership based on a thorough rational analysis on the Eritrean political case in general and the the unity of the Eritrean opposition forces in particular.

Vision and analysis aim to reinforce each other, making strategic planning a flexible and practical guide for decision making and resource allocation.

The Eritrean – Swedish partnership has been discussing how to evolve and use campaign strategy and grand strategy to disintegrate all the power sources of the Eritrean dictatorship in Scandinavian countries. It has never looking on a single aspect of the organization or on one type activity. SESADU's planning encompasses the whole organization, its mission, goals, structure, revenues and all stakeholders.

This approach is partly out looking, examining the partnership in the context of its wider environment and developing strategies for action based on a broad understanding of the Eritrean diversity.

The Eritrean –Swedish partnership has now decided for evaluating the past 15 years' performance of the partnership in Sweden.

Issues to be discussed:

- What are the specific results that were created by this partnership
- Did we achieve those planned objectives
- What has gone well or gone badly with partnership
- What have we learned from partnership

2. Methods of performance

- Analyse the current situation
- How is the external situation in case of the situation in Eritrea
- What trends or insecurity can influence the Eritrean situation
- What are the internal strength and weakness in relation to the partnerships situation
- What are those opportunities and threats that face us in our struggle for democratic change in Eritrea- struggle from dictatorship to democracy

Vision and Main objectives

- What have we for vision and how do we see the future
- Describe the main objectives with those significant changes we shall deliver

What were the Arenas for change

- Where does change starts
- Which type of change shall first come
- How is the Eritrean struggle from dictatorship to democracy in the whole looks today
- Do the various groups function towards the same direction or is there conflict of aims

What are the method for democratic change

- Which external and internal forces can speed up or strengthen our struggle against the dictatorship in Eritrea
- Which forces can hinder or mislead our efforts towards our objectives
- Which are the best methods suitable to overcome the dictatorship in Eritrea
- Which plan of action can be taken for each arena that need change

Leadership/ Requirements

- Influence feelings, create the will and encouraging
- How can we gain the people's confidence
- How can we create a space for all individuals to develop and be motivated to engage in the activities of democratization
- How can we create a partnership's culture that promotes changing inside member organizations and the partnership

Responsibilities

- Partnership must have clear objectives and clear work programmes
- Responsibility must be well motivated
- Responsibility must be clearly formulated and communicated inside the partnership
- Responsibility must be clear outside the partnership
- Do the members ready to take responsibilities

Guidelines

- Partnership's main activities must be laid in focus
- Priorities and shortages must be confirmed
- Priorities should be formulated as measurable aims
- Aims function as guidelines for the operations
- All stakeholders work towards the same direction

Mood/ Atmosphere- coherence

- How are the attitudes and values that promote partnership
- Communications and co-operation
- Participation and engagement

- Do creativity and innovative thinking encouraged in the partnership
- Is the leadership responsible where the members feel proud of the leadership

Resources

- Has the partnership access to human resources
- Has the partnership good financing resources
- Has the partnership important material resources
- When are resources well kept and develop on the right way
- Does the partnership secured future resources

Work methods

- Effective methods and work modes
- Operations that are demanded
- Effective media
- High quality performance
- Follow-up and evaluations

The workshop that will be organized in Stockholm will be dealing on all aspects of the struggle from dictatorship to democracy.

The above mentioned can be guidelines where the stakeholders will focus and stress the strengths, weakness , opportunity and threats of the partnership and chart new ways of struggle in order to win the people's confidence and trust of the Eritreans in Sweden.