

Breakout Group E: Building your dream team: politically astute, problem driven & adaptive

Co-facilitators: Jaime Faustino, The Asia Foundation, Philippines & Kirsten Bishop, DFAT, Canberra

Session 3: Into the Sandpit – What’s Your PROBLEM?

We will invite volunteers from the group to present short case studies as follows:

1. Outline a specific reform issue/governance program that you (or your organisation) has worked on.
2. Describe how you (or your organisation) went about assembling a team to work on this reform issue/governance program.
 - What skills did you prioritise and why?
 - How did you find and/or access these skills?
3. Did you need to alter the team once the implementation stage of the reform issue/governance program started? Why and how did you do this?
4. Describe how you (or your organisation) figured out you had a *problem* with the team.
 - What was the nature of the problem? (e.g. skills mix, skills gaps, team dynamics)
 - Did any new or different problems with the team emerge during the implementation stage?
5. What challenges hindered your ability to follow DDD/TWP/PDIA principles in building and working with your team?

Following group discussion, we will capture the main ‘problems’ facing different organisations in building politically astute, problem driven and adaptive teams. We will summarise these in the ‘Problem’ column of the ledger (and our nominated group representative will draw on this for their video interview).

Building a dream team	Problem	Solution
Planning/design stage	x	
Implementation stage	x	

Session 5: Into the Sandpit – Solve Your Problem

We will invite group participants who did not present during Session 3 to comment on and suggest possible solutions to the problems identified in Session 3, drawing on their own experience and/or relevant DDD/TWP/PDIA principles.

Following group discussion, we will summarise these ideas in the ‘Solution’ column of the ledger (and our nominated group representative will draw on this for their video interview).

Building a dream team	Problem	Solution
Planning/design stage	x	y
Implementation stage	x	y

Background reading/viewing for inspiration:

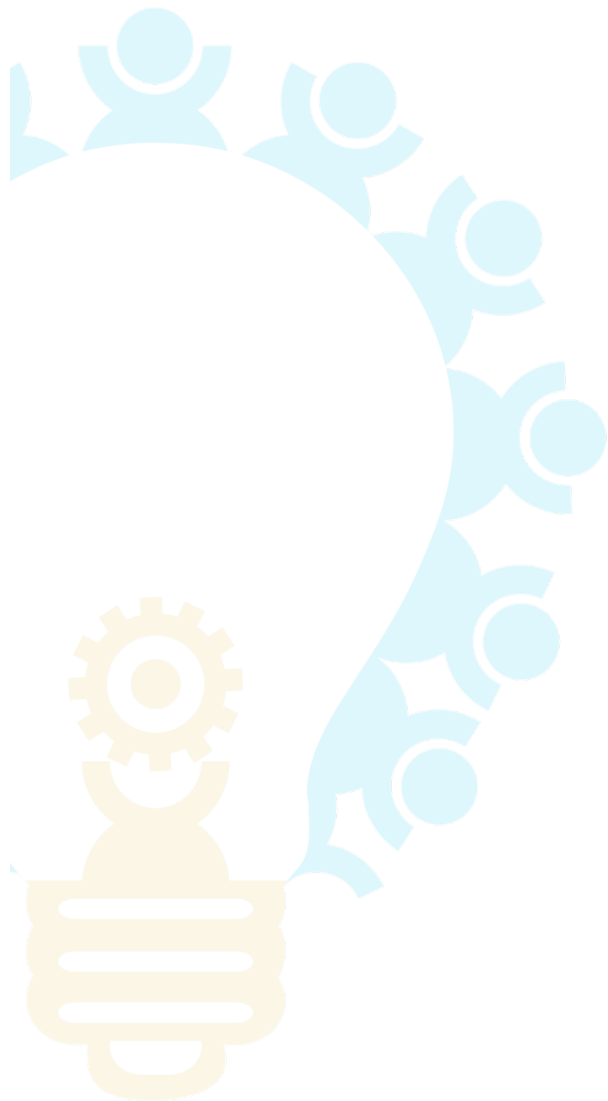
[Adapting development: how local reformers revolutionised land rights in the Philippines](#)

[Jaime Faustino on development entrepreneurship](#)



**IMPLEMENTING
THE NEW DEVELOPMENT
AGENDA**

[Development Entrepreneurship: How Donors and Leaders Can Foster Institutional Change \(Chapter 5\)](#)



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