ALiSEA Internal Structuration & Organization
Gouvernance and Structuration

• ALiSEA is an informal network
• Test innovative mechanisms, adjust and improve governance arrangement through members' suggestions
• GRET coordinator/manager towards member-owned network

Today objectives

1. **Present conclusion** on governance model (overall frame) discussed with members at national level and BM at regional level
2. **Q&A session** in plenary session
3. **Vote at regional level** to validate this overall frame of selected model
4. Discuss further the **detail implementation** of this model
Gouvernance and Structuration

Approach:

a) 12 to 14 organizations from 3 countries involved in the strategy design
b) Members consultations
c) Adaptive management and learning loop
d) Explore set up and learn from other networks

April 2021: **Creation of Board members** = multi-stakeholders committee at national level involved in the governance, strategy and activities implementation

July & Nov 2022: Members consultations, **National General Assembly**, BM mandate analysis after 2 years

May & Nov 2023: Engage **discussions with all BM at regional level** + online webinar to share experience and lesson from other network
## Internal Structuration - Current Situation

### REGIONAL LEVEL:
- **1 organization:** GRET, 3 people

<table>
<thead>
<tr>
<th>TEAM</th>
<th>ROLE</th>
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</thead>
<tbody>
<tr>
<td>1 Coordinator: 25%</td>
<td>Promote the Network</td>
</tr>
<tr>
<td>1 Social Media &amp; Website Officer: 100%</td>
<td>Small Grant Facility Guidelines &amp; Implementation</td>
</tr>
<tr>
<td>1 Small Grant Manager: 50%</td>
<td>Communication Implementation and tools</td>
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<td></td>
<td>Knowledge Hub strategy development</td>
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<td></td>
<td>Regional &amp; National General Assembly</td>
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<td>Donor, Reporting, Budget, Partnerships</td>
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### NATIONAL LEVEL:
- **Board Members, 4 to 5 organizations**

<table>
<thead>
<tr>
<th>TEAM</th>
<th>ROLE</th>
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<tbody>
<tr>
<td>1 National Secretariat: 40%</td>
<td>Promote the Network</td>
</tr>
<tr>
<td>1 Knowledge Management Officer: 20%</td>
<td>Co-develop National Strategy &amp; Action plan</td>
</tr>
<tr>
<td>1 Small Grant Officer: 20%</td>
<td>Facilitate and implement Activities</td>
</tr>
<tr>
<td>1 ToC/M&amp;E Officer: 20%</td>
<td>National &amp; Regional General Assembly</td>
</tr>
<tr>
<td>1 Policy Dialogue Officer: 20%</td>
<td>Engage with members</td>
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**GRET staff:** 1 coordinator Camb + 1 Laos
Summary of the advantages, disadvantages and recommendations
## Advantages

**National BM**

1. Specific role but **collective involvement**
2. **Participatory process**, bottom-up approach put in place to take decision and **being consulted**;
3. **Value diversity** of organizations and **multi-disciplinary** within BM
4. Encourage **Teamwork**

## Disadvantages

1. **Insufficient Time** (20%), especially for National Secretariat (should be increase to 50 or 70%)
2. **Only GRET** involve at regional level > put the network at risk
3. At international/ regional level, **no clear representative** of the network to share our vision
Conclusion / Recommendations: national level

1. Should focus on **empowering the national dynamic** and board members as priority (to be more relevant, meaningful), and **don’t give up on national governance**

2. **Organization of BM**
   - BM and national secretariat (executive role) should be **split**
   - BM should be **3 or 5 organizations** in order to take decision based on the majority
   - Should reduce the number of BM & **increase their time allocated** to reduce workload (increased efficiency, clear roles)
   - National BM should have President, Deputy, Member and **be elected by members**
   - Board Members committee is voluntary and non-remunerative

3. Should involve **young people** into ALiSEA National Board Members
Conclusion / Recommendations: regional level

1. **Regional Board Member Committee** should be created and include representative from each country.

2. **Knowledge management** officer and **Policy dialogue** officer, these functions should also be also set up at regional level

3. Should put in place annual **evaluation and monitoring** to help us to improve
Consolidation and results of discussions at National GA and members consultations
Structuration at national level

Create a National Board Members and National Executive Team
Stable executive team during transition period, GRET engaged at regional level only

Current Situation

5 BOARD MEMBERS = Role Board & Executive Team
Member Organizations 20% + GRET national coordinators
• 1 National Secretariat : 1 Knowledge Management Officer
• 1 Small Grant Officer
• 1 ToC/M&E Officer
• 1 Policy Dialogue Officer

Proposed Structuration for 2025

BOARD MEMBERS: volunteer basis
3 Members organizations elected by members
4 years mandates - Rotation

Executive TEAM
3 Member Organizations (40 – 50%)
• 1 National Secretariat
• 1 Knowledge Management Officer
• 1 Policy Dialogue Officer

Proposed Structuration for 2027

BOARD MEMBERS: volunteer basis
3 Members organizations elected by members
4 years mandates - Rotation

Executive TEAM
3 Member Organizations (100%)
• 1 National Secretariat
• 1 Knowledge Management Officer
• 1 Policy Dialogue Officer
Role of national board members and executive team

- **National Board Members**:
  - 3 people = President, Deputy, Member
  - Elected by members, Voluntary, 4 years position, Renewable
  - Role = strategy, guidance, representation/promotion, validate the next action plan, involve them for specific activity, involve in Ex Team recruitment in case of change
  - President join Regional Board Members Committee to represent the country level
  - At least meet twice a year (national GA, steering meeting)

- **Executive Team**:
  - 3 people (40-50% of time): National secretariat, Knowledge/Capacity, Policy Dialogue
  - Selected by GRET (involved through partnership agreement) and national BM
  - Role = co-development action plan, report to BM (2 times a year), action plan implementation, approval to welcome new members
  - Monthly meeting
Structuration at regional level

➢ GRET's mandate will gradually shift from network coordinator to technical assistant and seek for the emergence of leadership from organization member to lead the network

**Current Situation**

**Executive TEAM: GRET**
- 1 Coordinator: 25%
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager: 50%

**Proposed Structuration for 2024/2025**

**BOARD MEMBER COMMITTEE**
- Consortium of Organization

**Executive TEAM: GRET**
- 1 Coordinator: **100%**
- 1 Knowledge /Capacity Building: **100%**
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager: **100%**

**Proposed Structuration for 2026/2027**

**Executive TEAM: Member Organization**
- 1 Regional Director: 100%
- 1 Knowledge /Capacity Building: 100%
- 1 Social Media & Website Officer: 100%
- 1 Small Grant Manager: 100%
**Regional Board Committee**
- 1 People: President
- 3 Representatives: President of each BM (1 per country)

**Executive Team**
- 1 Regional Coordinator
- 1 Regional Knowledge Hub/Capacity
- 1 Website Officer + 1 SG Officer

**National Board Members**
- 3 organizations (elected)

**Executive Team**
- 3 organizations, 40-50%/month
  - 1 National Secretariat
  - 1 Knowledge Officer
  - 1 Policy Dialogue Officer

**National Board Members**
- 3 organizations (elected)

**Executive Team**
- 3 organizations, 40-50%/month
  - 1 National Secretariat
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**National Board Members**
- 3 organizations (elected)

**Executive Team**
- 3 organizations, 40-50%/month
  - 1 National Secretariat
  - 1 Knowledge Officer
  - 1 Policy Dialogue Officer

Internal Charter (vision, mission, goals)
Regional Strategy
Fund raising
Represent & Promote the network

(1) Guidance/Strategy  (2) Validate National Action Plan  (3) Promote/Represent Network
Network: announcement of available positions

• In Laos: National Secretariat Position
  • 40 - 50% time available
  • Share ToR with all members
  • Interested member can apply by April (Interest letter and CV)

• At Regional level: Regional Coordinator
  • Seek for full-time person + based in Asia
Vote on ALiSEA Internal Structuration (20min)
Vote on ALiSEA Internal Structuration

1. Do you agree with the new membership process?
   • Yes, No, I don’t Know, Blank

2. Do you agree to create a national board member (volunteer basis) and a national executive team (3 people, 40-50%)?
   • Yes, No, I don’t Know, Blank

3. Do you agree that national board members should be elected by members at the national general assembly (4 years mandate, renewable)?
   • Yes, No, I don’t Know, Blank

4. Do you agree with the proposed regional structure for 2026/2027 (Gret coordination hand over to member organization and creation of regional board members)?
   • Yes, No, I don’t Know, Blank

5. And so, do you authorize GRET and current national board members to work towards this goal?
Way forward

2024
- Assessment of other existing networks
- Develop ToR of BM and Executive team at national and regional levels
- Share and consult with all members at national General Assembly (October)

2025
- Launch the announcement of BM position (early 2025)
- Organization of election of BM at national General Assembly (April/May)
Q & A Plenary Session (20min)