

## In response to demand from Missions for...



Clarity on Journey to Self-Reliance (J2SR) policy expectations



More opportunities for peer-to-peer learning and exchange



More on-the-job training and skill building on innovative finance and private sector engagement (PSE)

## The PIVOT Cohort Program is...



A year-long, capacity building program



Targeting field-based staff in AFR Missions



Using a combination of remote and in-person trainings, exchanges, application on-the-job, and targeted technical assistance to achieve the program goal

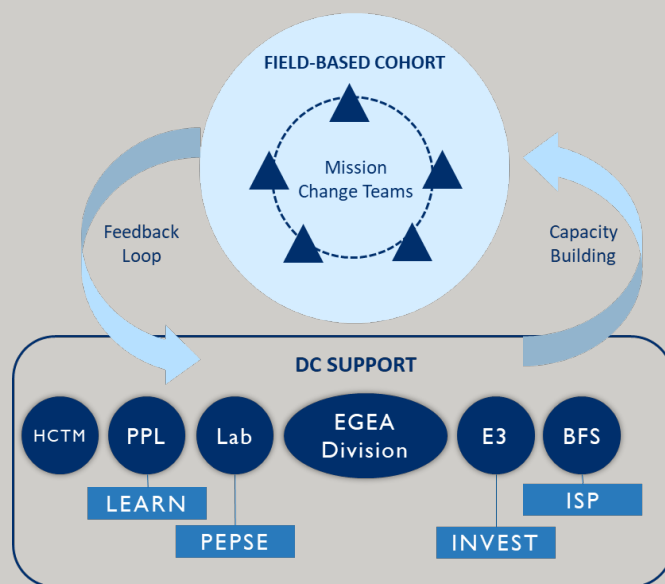
### PIVOT Program Goal

Build the capacity of field staff to advance the **Journey to Self-Reliance** through **private sector engagement**.

By the end of one year, members of the PIVOT Cohort will be able to:

- 1 Mobilize their Missions toward increased and more effective PSE
- 2 Draw on enhanced people skills to facilitate internal and external relationships
- 3 Use a Collaborating, Learning and Adapting (CLA) approach to manage change

### PIVOT Stakeholders



### Mechanism for Change



3-5 staff from each participating AFR Mission form **Change Teams** that are:

- Multi-sectoral
- Include Deputy Mission and Office Directors, technical officers, and program, legal & contracting staff

### Drive the PSE work Missions want to do.

Each Change Team will come to the cohort with PSE or related challenges they want to address, or opportunities they want to pursue.

### Action Planning.

Change Teams will draft an action plan to address the challenges, and using skills, expertise, and support from the cohort, they will refine and implement throughout the year.