



Building on What Works

FEF-OSC Workshop
2nd December, 2025



One Word Strength

One word that describes what makes CSOs resilient

The Four Pillars of Resilience

Pillar 1 — Strong People & Leadership

How leaders and team members respond to change and pressure.

Pillar 2 — Reliable Processes & Systems

Internal routines, tools, and ways of working that reduce chaos.

Pillar 3 — Meaningful Partnerships & Community Trust

Relationships that sustain CSOs and unlock support.

Pillar 4 — Clear Purpose & Organisational Identity

The values, mission, credibility and story that guide decisions.

Stories of Strength

Share a story about a moment when your organisation showed resilience. Identifying which of the stories your 4 pillars connects to.

- When did your team rise to a challenge?
- What made your organisation stronger afterward?
- Which internal strengths or relationships helped you succeed?
- Identify 1 strongest stories or insight per pillar

What Works Wall

Reflection Questions:

- What patterns or similarities do you see?
- Which pillar seems strongest across the CSOs?
- Which pillar needs more focus?

Deep Dive Discussions

1. Strong People & Leadership

- What leadership behaviours help your CSO survive?
- How do you support staff well-being?

2. Reliable Processes & Systems

- What internal processes already work well?
- What simple systems make daily work smoother?

3. Meaningful Partnerships & Community Trust

- What relationships or networks sustain your work?
- How do you maintain trust within communities?

4. Clear Purpose & Identity

- What makes your organisation unique?
- How does your mission guide decisions during crisis?

Share 2 strengths and 1 opportunity from your discussion

Partnerships that Works

1. Start Small

Begin with a small, manageable collaboration rather than a big, complex project.

This allows both organisations to “test the waters,” understand each other’s working style, and reduce risk before committing to something larger.

2. Build Trust Intentionally

Trust does not happen automatically — it must be nurtured.

Be transparent, communicate openly, meet your commitments, and address misunderstandings early.

Small acts of reliability build the foundation for long-term partnership success.

3. Use Simple Agreements

Partnerships don’t always need heavy paperwork.

Clear, simple agreements (even one-page MOUs) help both

sides understand roles, expectations, and timelines.
Simplicity reduces confusion and encourages action.

4. Prioritize Shared Value

Partnerships work best when both sides gain something meaningful.

Focus on common goals, mutual benefits, and impact that matters to both organisations.

Shared value ensures commitment, motivation, and sustainability.

5. Collaborate Where Strengths Complement

Great partnerships combine different strengths.

Instead of duplicating effort, each partner contributes what they do best — resources, networks, expertise, or community access.

This creates a stronger, more effective collaboration.

Partnership Mapping

Instructions:

Participants draw a simple map of their stakeholders, listing:

- Current partners
- Trusted allies
- Potential new partners
- Community anchors

Prompts:

- Which partnerships help you deliver your mission reliably?
- Which partnerships drain your energy?
- Where can simple, sustainable collaborations emerge?
- What makes a partnership successful *in your context*?

What Makes Partnership Work

- What do successful partnerships in Nigeria's CSO context have in common?
- What low-cost, high-trust collaborations can CSOs build together?
- What next steps can participants take after this workshop?

Mention **one partnership action** you will implement.

*Thank
You*