

Ending GBVF Movement

GBVF Maturity 30-Day Challenge



What is a GBVF Maturity 30-Day Challenge?

It is a 30-day project that helps organisations rapidly improve their GBVF maturity, focusing on one behaviour, practice, or policy at a time.

Your staff's **Ending GBVF Health Check survey** results provide a data-informed basis for prioritising improvement areas. The organisation's senior leadership decides on one area to start with, designates a team to work on it, and challenges this team to progress in this area in 30 days. To support this team, the leadership group designates a coach who guides the team through the stages of the 30-Day Challenge: setting a goal, developing a plan, and implementing the plan, week by week!

Once the initial GBVF maturity, 30-Day Challenge is completed, the leadership team picks another improvement area, and the cycle repeats and becomes a continuous improvement process.

Why is our organisation invited to participate?

Over 50% of your staff have completed the End GBVF Health Check. This makes you eligible to participate in GBVF Maturity 30-Day Challenges.

What support will we get?

Leaders will be offered a short introduction **online guide** on organising GBVF maturity 30-Day Challenges, complete with office hours with gurus on the process. Designated coaches will be offered a step-by-step online guide on supporting GBVF maturity 30-Day Challenge teams and **office hour calls** with subject matter gurus.

Leaders and coaches will also benefit from **peer-to-peer support**. Organisations will be clustered into groups of 4-6, moving forward on the same timeline to enable leaders, coaches, and teams to share experiences and support each other.

As an added value, leaders will be offered individual **coaching sessions** on their leadership style courtesy of the Ford Foundation's global "weaving resilience" program.

How much will this cost?

The Ford Foundation fully supports this **program** this year, so participating in 2024 will cost you nothing.



Who is organising this program?

The GBVF Maturity 30-Day Challenges are part of the [End GBVF Collective](#), and the implementation partners are [Eish Impact Africa and The World of Impact](#).

How will this work?

Step 1: Designate a member of the senior leadership team, preferably the Chief Executive, as the Challenge Mentor, and sign an MOU.

Step 2: The Challenge Mentor, along with Mentors from 3-5 other organisations, participates in an onboarding session and gets access to the 30-Day Challenge online guidance platform.

Step 3: After reviewing the guidance, the Challenge Mentor, in consultation with other leaders in the organisation and supported by the 30-Day Challenge gurus, selects a focus area (based on Health Check survey results), a Team, and a Coach.

Step 4: The Coach, along with Coaches from 3-5 other organisations, joins an onboarding session and gets access to the online guidance platform. This includes step-by-step guidance on how to support the 30-Day Challenge team during its 8-week life cycle.

Step 5: The Coach supports the team during its 8-week life span, with guidance from the Mentor, other Coaches in the peer group, and 30-Day Challenge gurus.

At the end of the GBVF Maturity 30-Day Challenge, the Mentors convene their respective leadership groups to amplify and build on the progress made in the previous 30 days.

The organisation will be invited to join a **national webinar** to share their results and learning.

Time commitment of Challenge Mentor:

- Leadership Development programme - 5 hours, spread over 2-3 weeks.
- Guiding the Coach and Team - average 1 hour per week, for 8 weeks.

Time commitment of Coach:

- Team Coach programme - 2 hours per week, over 8 week period
- Supporting the Team - average 1.5 hours per week.

Next Steps

Ready to roll? Email us at info@theworldofimpact.org

