Learning Disrupted

Reimagining Learning Ecosystems.
A learning session on data, new skills, accountability, and integrity.

A Case Study: Collaborative learning Office of the Prime Minister and UNDP Accelerator Lab Namibia
Leveraging Strategic Partnerships

**Goal**
To enhance ethics, integrity and accountability in the Namibian Public Service

**OPM Ethics and Integrity Division**

**UNDP Accelerator Lab Namibia**

**How might we**
Enhance the role of the Integrity Committees?

**Reinvent**
Ways of doing business as usual

**How might we**
Introduce portfolio approaches and systems thinking to the PS?

**Experiments & Solutions**
While developing at scale
Our work was supported by various legal frameworks but required a degree of innovation.

Strategic
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Tactical
The partnership with the Accelerator Lab build on our internal expertise and insights while being pragmatic.

Identity
The team of innovation champions at all levels were multi-disciplinary.

Activites
We started on small experiments and solutions with a lot of reflection and learning.

Resources
With the COVID-19 Pandemic, resources were scarce but partnering helped refocus with bigger impacts.

Portfolio Components
A Systems Approach

**Strategic**
Introduction to Sensemaking, Collective Intelligence and Systems Thinking helped us define the points where there was energy.

**Activities**
Learning Labs: UNDESA Ethics toolkit, System for Declaration Behaviour Insights; Online – Tests & Collaboration tools

**Tactical**
To enhance communication, create feedback loops and participation, we used Whatsapp and Zoom to introduce Bi-Weekly drop in calls.

**Identity**
Finding a cohesive Identity: The i-Teams characterize the importance of integration and working across functional areas united by a common purpose.

**Resources**
Joint and shared. Inhouse capacity
Learning about the system

Using existing enabling legislation and policies to create interventions fit for purpose. Sensemaking was important to understand the dynamics and prioritise activities.

Over 6 months, the UNDP Accelerator Lab co-developed and trained over 300 Integrity Committees across the public service using the UNDESA Toolkit.

The effects and impacts will be measured over time by looking at improvement in ethical, effective and efficient public service delivery over time.
Rapid experimentation and iteration

Active online and offline participation

Timely report submission

Terms of Reference and Work Plans developed

Skills transfer and use of digital collaboration tools popularised

Focus on collaboration and user-centred approaches united by common vision

Using the UNDP Accelerator Lab Engagement facility resulted in shared costs and higher impact

Win-Win

Success

Impacts

Rapid experimentation and iteration
Partnership Plan
- Relationships and networks matter -

Invest in the Approach
- Be comfortable not knowing how things will work out

Collaborative Culture
- To understand complexity, collaboration is important

Work out Loud
- Share blogs, learning, network extensively

Measure Progress
- Shorten the learning timeframes - we used 90 day learning cycles

Key takeaways