

## ORGANIZATIONAL DEVELOPMENT AND PLANS

Charities are well known for having ambitions that test their capacities and CR is no exception in this. In 2005 we focused our energies on strengthening our internal support systems and developing our work in Sierra Leone and Uganda.

An internal review resulted in the decision to recruit staff to give more support and backup to our programme teams. We also brought together into one coordinated group our work on policy, communications, the Accord publication series and our new work on promoting comparative learning in Colombia and the Philippines.

CR now has a senior management team advising the Executive Director. This has enabled us to grapple with challenging programme issues as well as develop missing pieces of organizational policy.

### Improving our governance

CR's board of trustees put in place a new policy that clearly defines the separate roles of executive management and corporate governance, with their responsibilities focused on the latter. We also welcomed three new board members with backgrounds in financial, business and NGO management.

### The year ahead

In 2006 we will focus on our five strategic goals, upholding our organizational principles of partnership and promoting broader public participation in peacemaking. We will pursue these through our four main programme areas in the Caucasus, Uganda,

West Africa and the Accord publication series, with some involvement in other regions. We will also work on our strategic plan for the next five years.

Our experiences, particularly through the Accord publication series, have shown us it is possible to develop and effectively use strategies of influence. We are steadily moving from simply informing policymakers to an explicit goal of influencing global and national peace and security policies.

We will continue to work in close strategic partnerships with both governments and NGOs in the field, investing in our tools and strategies for more effective communications and networking.

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