

## ICC as a Learning Organisation



*ICC is proud to call ourselves a Learning Organisation, but what does it really mean? As a learning organisation, ICC is striving to be innovative and to be a leading development organisation in Cambodia. Part of being a learning organisation is to build a strong network with both local and international civil society organisations and supporting partners, in order to pursue sustainable development through collective learning, sharing of information and resource, advocacy, etc. During recent years ICC has prioritised internal cross-learning between ICC projects, international networking, and organisational improvements through tailor-made programs for ICC, as well as attending supporting partners' various workshops and trainings.*

Just recently, ICC hosted an exposure visit from two organisations in Nepal, called United Mission to Nepal (UMN) and International Nepal Fellowship (INF) (as seen in the picture above). The two organisations visited the ICC-Trafficking Response project in Prey Veng province, where they learned about combating illegal migration and raising awareness on how to do safe migration. They also visited the ICC-Child Rights project in Takeo province, where they learned about ICC's promotion of child rights and child protection. The ICC Child Rights team shared about their experience working with civil society organisations, as well as working directly with state committees, such as Commune Committees for Women and Children and Women and Children Consultative Committees. This exposure visit from UMN and INF allowed them and ICC to exchange best practice and experiences, which is useful learning for ICC and can be contextualised into their local context. Such exposure visits are valuable to ICC, in order to maintain relationships and gain from cross-learning with other organisations in the region.

In 2018, the ICC Executive Team (ET) did a similar exposure visit to UMN and INF in Nepal. The purpose of that visit was

to gain organisational learning from UMN, who has a similar organisational structure and strategic focus as ICC. During that visit the ICC ET learnt and explored about organisational development and current expectations to and opportunities for international development organisations in the region. UMN and ICC took time then to reflect on new trends in the development sector, as well as discussing useful methods and the best feasible and effective approaches to address current development needs and problems.

Another kind of learning for ICC as an organisation is Interact's (one of ICC's Member Agencies) yearly Round Table Conference in Thailand related to their programs on Child Rights, Anti-Human Trafficking and Sustainable Livelihood. The Round Table Conferences are platforms for learning, sharing, planning and networking with Interact's other partners in the region. Interact has hosted Round Table Conferences for 5 years, which allows for consistency in participation and strengthening the relationship with like-minded development organisations. Furthermore, these Round Table Conferences give ICC opportunity to participate in high standard Capacity Building Training, such as training on Gender Equality, Advocacy, and Theory of Change. ICC recognises these trainings as very valuable for ICC's current and future work, and seek to spread the learning afterwards to ICC project teams for optimal impact and benefit.

As stated in ICC Strategy Plan 2018 - 2021, ICC strategically prioritises external relationships as essential for ICC's future existence, for implementation of ICC's Strategy Plan, and for successful accomplishment of ICC's vision and mission statements. Also, ICC seeks intentionally to collaborate with its external environment with the aim to contribute to a greater impact and changes in Cambodia.