



25 Year Achievement and Takeaways

# COAST Foundation

[www.coastbd.net](http://www.coastbd.net)

## Our Achievement

- a. **Geographical expansion and Financial Sustainability.**
- b. **Digitalization of MF program.**
- c. **Competitive financial package [Mgt & HR development context].**
- d. **Organizational Reputation through advocacy and Networking.**
- e. **Rapid response in disaster period [Qualitative achievement].**
  - i. **Community Radio**
  - ii. **Post-disaster activities**
- f. **Gender Sensitive policies and practice.**





### Where our Achievement not an expected level

- a. Staff and Learning process somehow weak [Examination/Appraisal process for promotion or financial benefit].
- b. Comparative advantage with other organizations [e.g., Expansion, MF Package, portfolio & Facilities etc.]
- c. Fund Mobilization.
- d. Documentation and its propagation.



## Opportunities and our Takeaways

### Program

- a. Planning for coastal coverage/expansion [Strategical coverage at least one office /district].
- b. One Step Service of MF implementation.
- b. PHC integrated with program in remote areas.
- c. Capacity buildup of Group members [For Entrepreneurs]
- d. Work directly with Value chain-based business model.

## Opportunities and our Take-ways

### Management

- a. Skill and knowledge-based HR development [Need based Training for staff professional, Test/exam for promotion at field level].
- b. Proper implementation and methodology need to develop for staff induction.
- c. Sector wise separate HR Team development [e.g. MF, Research and M & E, Fund raising etc.]
- d. Data protection and documentation policy [Need to develop] and practice.
- e. Digitalization of HR management in a full swing.
- f. Synchronization of staff designation following the organizational structure and management sector [in case of project management].





# Thank You

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