

# Institutional Strengthening

## Service Profile

*Local Experts in Data-Driven, Conflict-Resilient Solutions*



*Connect with us to explore  
how our services can help  
drive change*

+1 647 562 2441  
info@adroitassociates.org  
www.adroitassociates.org

2025

# About Us

Adroit Associates is a locally rooted consulting firm specializing in **research, monitoring and evaluation, institutional strengthening, and behavior change communication.**

Established in 2009, we have proven on-the-ground capabilities in several countries. We offer conflict-resilient local expertise with a focus on underdeveloped, fragile, and conflict-affected regions. We are a proud small business headquartered in the U.S., with our leadership and most staff, as well as those of our local partners, hailing from and residing in the challenging contexts we serve.

## Enhancing Our Services with ISO Standards



**Quality  
Management  
Systems**



**Information  
Security  
Systems**



**Environmental  
Management  
Systems**

## Leveraging Technology for Sustainable Solutions



### Real-time Data Quality Monitoring

ML models and interactive dashboards for reliable issue detection.



### Advanced Analytics for Impact Measurement

High performance statistical software and predictive models.



### Seamless Collaboration & Project Management

Using ClickUp, Microsoft 365, and more.

## Robust Management Systems



**Financial  
Management  
System**



**Audit  
Readiness**



**Rigorous Due  
Diligence**



**Legal and Ethical  
Compliance**

# Major Organizations that Recognize Our Capabilities

At Adroit, we value the diverse needs of our clients and strive to offer solutions that are tailored to their unique requirements and aligned with the highest industry standards. We have delivered over 120 projects for governments, civil society organizations, international aid and development organizations, and corporations, among others.

	 International Labour Organization	 <b>USAID</b> FROM THE AMERICAN PEOPLE	 <b>unicef</b>		
 <b>GeoPoll</b> Understand the world	 <b>BBC</b> MEDIA ACTION	 <b>DAI</b>	 <b>Chemonics</b> Development works here.	 <b>MERCY CORPS</b>	 <b>intertek</b> Total Quality. Assured.
 <b>AECOM</b>	 <b>DT Global</b>	 <b>Gallup</b>	 <b>MONSTER ENERGY</b>	 <b>World Vision</b>	 <b>EY</b> Building a better working world



# Institutional Strengthening

In underdeveloped, fragile and conflict-afflicted environments, the significance of identifying and addressing capacity gaps to strengthen local institutions rises exponentially for driving transformative change. Through our Institutional Strengthening services, we empower local institutions to navigate political challenges, strengthen weak structures, and optimize interventions.

Our assessments streamline policies, enabling adaptation to evolving environments.

Our diverse team of experts works closely with clients to address specific institutional challenges through:



**Organizational Capacity Assessment Instruments (OCAI)** to streamline institutional services and policies.



**Capacity Development Results Framework** to address capacity gaps.



**Leadership Development Approach** which empowers organizations for greater efficiency, effectiveness, and sustainability.



**Sectoral Expertise** across education, economic development, environment, health and nutrition, governance, and rule of law.



**Theory of Change** to drive an integrated approach of leveraging research, analysis, and evaluation capabilities.

## Our Institutional Strengthening services include:



# Policy and Strategy Advice

In complex, often unpredictable and challenging environments, the crafting and execution of effective development policies and strategies stand as paramount. At Adroit, we offer meticulous guidance and support to organizations, governments, and other stakeholders on the design and implementation of policies, programs, and strategies to help them achieve development objectives with a high degree of efficiency and effectiveness.

Harnessing the collective acumen of our seasoned experts, we delve into a broad spectrum of critical domains, spanning:



Economic  
Development



Poverty  
Alleviation



Governance



Healthcare



Education



Environment

Our approach prioritizes an exhaustive appraisal of current policies and programs. This rigorous review process is then followed by identifying gaps and opportunities for improvement, developing new policies and strategies through a consultative process, and providing technical assistance for successful implementation. **We support our clients in the design and implementation of policies and strategies that are not only rooted in empirical evidence but also context-specific and aligned with proven international best practices.**



# Capacity Assessment and Development

Our capacity assessment and development services are designed to assess and bolster the competence of organizations and institutions to design, implement and manage development programs effectively and ensure optimal delivery of goods and services to vulnerable communities. We adopt a holistic approach that involves identifying the strengths and weaknesses of organizations and institutions. This paves the way for offering tailored and targeted support that addresses identified capacity gaps that may hinder an organization's ability to deliver on its mandate and do so well.

Our approach to conducting capacity assessment includes a rigorous examination and analysis of the organization's:



Structure



Systems



Policies



Human  
Resources



Other critical  
relevant factors

The insights from this process are then used to develop a capacity-building plan that addresses the identified gaps and weaknesses. Developed in close collaboration with all stakeholders, the capacity-building plan encompasses strategies such as training, mentoring, and other forms of coaching and professional development, as well as technical assistance.



Additionally, this plan features an approach for measuring the results of the activities and ensuring the sustainability of the organization's enhanced capacity.

In line with the capacity-building plan and using an agile, participatory approach, capacity development activities are designed to improve the skills, knowledge, and systems of the target organizations and institutions, enabling them to operate more efficiently and achieve better outcomes.



# Process Review and Re-engineering

Our process review and re-engineering service is designed to help organizations streamline their operations and achieve maximum efficiency. We begin with conducting a thorough analysis of all core business processes, identifying areas that are demonstrably inefficient, redundant, or prone to error. Based on findings from this stage, we develop a customized plan that outlines specific steps to optimize each process and eliminate unnecessary steps or redundancies, as well as vulnerability to error or misuse. **Our focus on measuring results and sustainability means that we do not just provide a one-time fix, but we work with our clients to ensure that the improvements are sustainable over the long term.**

Our process review and re-engineering services add value to and help:

Non-governmental organizations, by helping achieve maximum utility of scarce donor resources through minimizing administration, overheads, and unnecessary processes, maintaining clarity in mandate and focus, and enhancing policy/program delivery and impact.

Government institutions, through the elimination or simplification of processes, thus facilitating the delivery of public goods and services and contributing to improved public welfare.

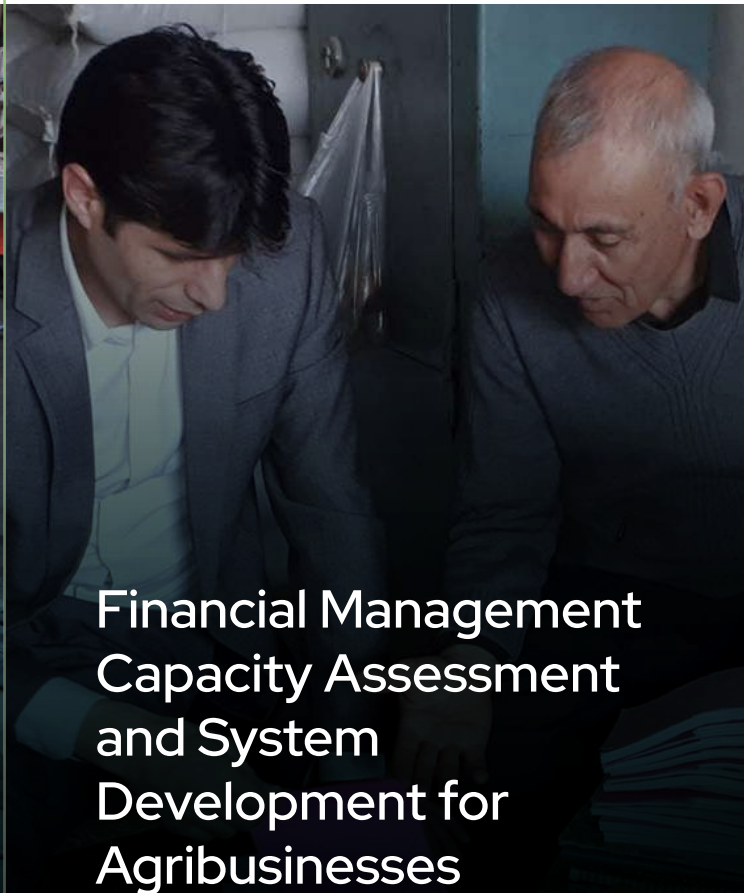
Businesses, by increasing efficiency through eliminating redundant operational processes or streamlining them (such as in HR, Finance, Logistics, and Procurement), resulting in greater productivity and return on investment.





## Informing and Enhancing Child Labor Policies and Safety Practices

Our research informed and led to the enhancement of relevant policies and strategies, and to the development of "Child Labor Self-help Safety Guidebook," which became a cornerstone resource for improving child labor safety conditions.



## Financial Management Capacity Assessment and System Development for Agribusinesses

We assessed the financial management capabilities of 9 agribusinesses across Afghanistan, identifying key gaps and inefficiencies to tailor effective management tools and systems to address their distinct challenges, creating reference guidebooks and providing continuous mentoring.



## Administrative and Project Management Processes' Re-engineering and Digitization

We revamped Bousthan Sabz, Afghanistan's premier agriculture firm with over \$100 million in investment, by introducing new technology solutions and transforming their outdated administrative and project management processes.



# Our Strength: A Diverse Team and Strong Local Partnerships

Our global team of 200+ experienced professionals from across the world comprises researchers, data analysts, project managers, and subject-matter experts who are united by our shared mission for uplifting those most in need.



**Alamzeb Zarghoon**  
President & Founder



**M. Qasim Nazari**  
CEO



**Swati Rao**  
VP, Marketing & Communications



**Ahmad Hamid Popalzai**  
Country Representative - Afghanistan



**Suzan Younus**  
Chief Growth Officer



**Gul Zaman Ahmadi**  
Partnerships & Business Development Manager



**Shakeel Ahmad Osmani**  
Country Program & Services Head - Afghanistan



**Shafiq Ahmad Faqirzada**  
Planning & Implementation Unit Head



**Dr. Aftab Tariq Ihsan**  
VP, Partnerships & Business Development



**Mirwais Farahi**  
Head of Data Quality, Analytics & Web Platforms



**Mohammad Emal Saraj**  
Project Manager, Research and Evaluation



**Basit Nazari**  
Finance Manager

## Localized, Conflict-Resilient Expertise

We have broadened our impact by establishing local presence and forging strategic partnerships in:

- AFGHANISTAN
- SYRIA
- CENTRAL ASIA (UZBEKISTAN, TAJIKISTAN, KAZAKHSTAN)
- ETHIOPIA
- SUDAN

