## Change Management Funding Agreement

Introduction

The UN Lesotho One Fund offers two different funding windows, allowing UN organizations and partners to contribute to a particular type of UN activity in Lesotho. Each window has a number of results matrices that present each outcome with its own set of costed outputs, as well as a series of indicators to verify progress.

Window 1 reflects required resources, mobilized resources and the resource gap associated with the One Programme 2008‐2012, while window 2 focuses on required resources, mobilized resources and the resource gap associated with facilitating the process of Delivering as One.

This second window includes change management activities associated with the transition from the agency based model to the UN System based model. Activities in this window are defined as all non-programmatic interventions aimed at delivering UN Programmes efficiently and effectively in line with the five components as outlined in detail in the Delivering as One concept note.

The RC and UNCT will review and approve proposals for change management initiatives for funding under the second window of the UN Lesotho One Fund. These decisions will be reported to the UN Country Programme Steering Committee as part of phase 3.

Agreed change management budget for 2010 (only unfunded parts)

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| --- | --- |
| **Overall facilitation** | **Costs** |
| Conduct high-level capacity assessment of UN Teams | 30,000 |
| Overall Change management support | 30,000 |
| All UN staff retreat | 20,000 |
| **One Office** |  |
| Conduct business process re-engineering to increase common UN operations | 10,000 |
| Implementation of selected common UN operations that will reduce transaction costs | 15,000 |
| **One Voice** |  |
| Delivering as One outreach | 5,000 |
| **One Programme** |  |
| Editing, printing, dissemination of One Programme | 7,692 |
| M&E capacity building for Programme Teams | 10,000 |
| **One Budget** |  |
| One Fund local Managing Agent - coordination | 40,000 |
| Development of joint resource mobilisation strategy | 5,000 |
| **One Leader** |  |
| UN and Government study tour to DaO pilot in Africa | 35,000 |
| **Total** | **207,692** |