

# Pangaea Zimbabwe



## Strategic Plan



# 2022-2026

Pangaea Zimbabwe (PZ) is a non-profit organization which envisions an environment in which all people live healthy, productive, and quality lives. Pangaea Zimbabwe strives to transform the lives of under-served populations by working to increase access to quality, responsive, evidence based, client-centered comprehensive health services through facility and community engagement and policy advocacy.

# Target Population



Adolescents and Young People-SRH Indicators of this group is either deteriorating/remain high  
MICS 2019 report



Key Population-Structural barriers affect access to effective, quality health services  
USAID 2017

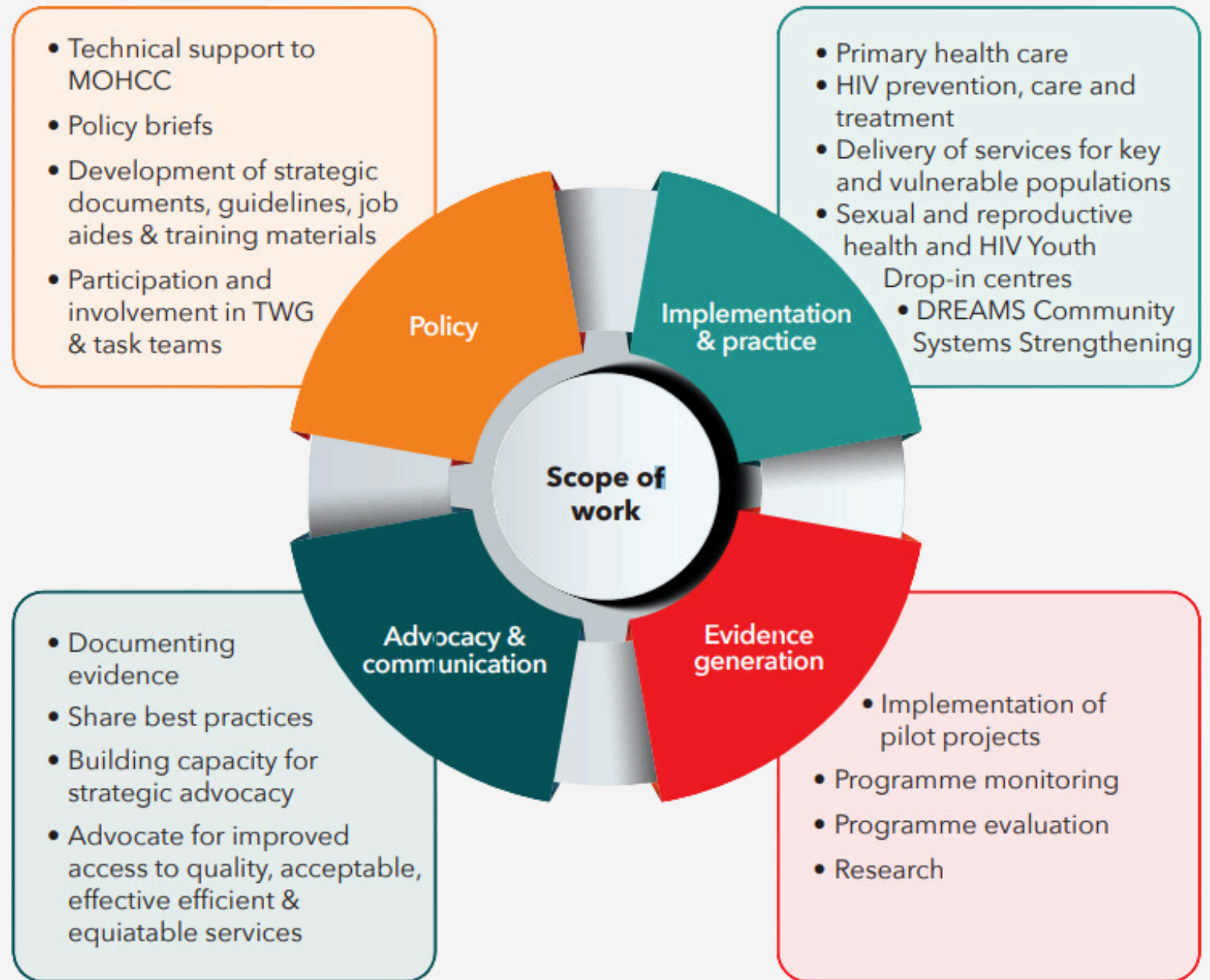


Women-Disadvantaged by discrimination rooted in sociocultural factors, they face increased vulnerability to HIV/AIDS  
WHO



Men- low health seeking behaviors affect access to quality health  
NCBI

# Our Scope of Work



# Our commitment



## Resilient and health system strengthening

- To improve health outcomes among rural and vulnerable populations through resilient primary health care systems that deliver quality client-centered services
- To contribute to the reduction of HIV incidence and mortality in Zimbabwe through evidence based, person-centered policies and strategies
- To provide safe spaces where priority and key populations can access and utilize preventive, curative and supportive services effectively



## Community system strengthening

- To build the capacity and literacy of communities to demand, access and utilize health services effectively and continuously without fear, harm, or discrimination
- To document and build evidence for advocacy influencing policies, informing programs and strengthen community interventions.



## Evidence generation, advocacy and policy influence

- To support the policy development, program implementation and uptake of HIV prevention, treatment, and care services to those that need it most including adolescents, young people and key populations.



**Pangaea Zimbabwe has established Hubs for focused planning and implementation**

## Strategic Pillars

<p><b>Diversifying into a broader health and development portfolio</b></p> <ul style="list-style-type: none"> <li>To expand the portfolio and service offerings to other health and development areas beyond the current package such as TB, Malaria, non-communicable diseases and nutrition</li> <li>Identify talent in other health and development areas</li> <li>Competitively apply for funding in other focus areas beyond HIV.</li> <li>PZ implementing projects in other health areas outside of HIV and Sexual and Reproductive health</li> </ul>	<p><b>Geographical expansion to reach vulnerable populations</b></p> <ul style="list-style-type: none"> <li>To increase number of geographical areas of focus to at least 18 districts in Zimbabwe</li> <li>Expand into the Southern Africa region</li> <li>Needs assessment determined by disease burden, incidence, and prevalence</li> </ul>	<p><b>Form and formalize strategic and sustainable alliances</b></p> <ul style="list-style-type: none"> <li>To form and formalize strategic alliances with new Funders</li> <li>To form and formalize strategic alliances with implementors</li> <li>To form and formalize strategic alliances with research/ academic institutions</li> <li>Improving PZ visibility at different fora</li> <li>Implementors: Identify and network with strategic organisations, including CBOs and other players in existing focus areas plus targeted new areas</li> </ul>
<p><b>Increase investments and improve the quality of funding</b></p> <ul style="list-style-type: none"> <li>To broaden the scope and ratio of restricted vs unrestricted funding and lengthening the funding cycle</li> <li>To develop and implement a resourcing strategy through a business development unit (BDU)</li> <li>Strengthen existing funding partnerships for continued funding collaborations</li> <li>Subscribe to institutions that release NOFOs</li> <li>Capacity building of staff in proposal writing</li> <li>Competitively apply for grants in different areas of health and development</li> <li>Diversify funding mix and expand portfolio of donors</li> </ul>	<p><b>Geographical expansion to reach vulnerable populations</b></p> <ul style="list-style-type: none"> <li>To institute research to build evidence base for the organization to determine priority areas of implementation and possible growth</li> <li>To create a knowledge management portfolio that will drive innovation</li> <li>Build organizational capacity and attract new skill to focus on research, including operational research</li> <li>Build knowledge management capacity among staff</li> <li>Use technology to ensure knowledge products are of high quality</li> <li>Publication of program and research results</li> </ul>	

## Strategic Enablers

The organization aims to strengthen foundational enablers that will be critical to supporting the achievement of set objectives and the realisation of the organization's vision. These strategic enablers include:

Strategic enabler objective	Description
Build human resources capacity and competencies in line with organizational growth and scope of work	Focus will be on the recruitment and retention of critical staff with the right knowledge, skills and attitude in line with the dynamic scope of work and evolution of the organization. Where necessary, specific activities will be sub awarded to other institutions such as government agencies, networks of various population groups and community-based organizations to enhance collaboration, expand reach and improve effectiveness.
To build research and innovation capacity within the organization	Enhance the ability of PZ to learn from and adapt to needs and challenges arising both within the organisation and in the external environment. Innovation is critical for meeting the scale of current and future challenges, increase impact and stay relevant in a changing context.
Strengthen knowledge management and communication systems	Actively incorporate the experience and knowledge of staff members and partners through the development of practices, policies, procedures and systems in ways which continuously improve the ability of PZ to set and achieve goals, satisfy stakeholders whilst developing practice and value. The organization will continuously learn to be effective, learn to be efficient, learn to expand and be sustainable. Key steps include integrating learning into strategy and policy, gathering internal experience, accessing external learning, developing an organisational memory, creating a supportive culture and strengthening communication systems.
Invest in information communication and technology (ICT)	Maximise the potential of ICT in PZ's current and future work through investing in the necessary infrastructure and making digital literacy and knowledge of how to apply technology to health and development problems core competencies for all staff and leadership.
Establish systems and structures for an effective and efficient high-performance organization	Continuously employ organizational development (OD) as a tool for promoting change and helping the organisation to develop continuing capacity for handling change and learning from practice through the guidance of the Board, leadership and when necessary, a skilled external facilitator/consultant. Policies and systems will be reviewed and updated regularly.
Strengthen grant making and management systems	Streamline all grant-related functions such as opportunity discovery, workflow tracking and team collaboration and ensure transparency in the grant process including making sure that the funds granted are used according to the grantor's requirements

# We Value:

## Equity

We believe no one should be left out in the quest for universal access to health

## Inclusivity

We believe that every human being has a right to quality health services

## Integrity

We operate with honour, reliability, and veracity

## Stewardship

We take responsibility and accountability of ensuring effective and efficient use of resources in compliance with the purpose for which they were intended



# Organizational Principles

## Evidence Based

We promote evidence-driven strategies to expand health services.

## Human Rights Based

We strive to uphold the rights of all people living with and affected by disease.

## Local Leadership

We prioritise partnering with local structures and communities to promote ownership and sustainability.