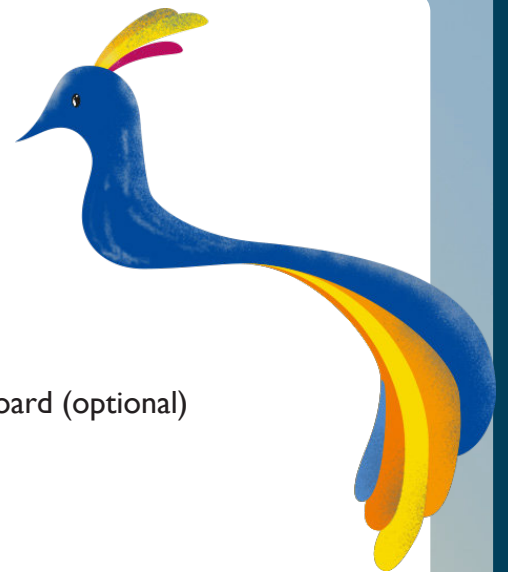


PARTICIPANT INSTRUCTIONS

MATERIALS

- 1 large board and 2 small boards
- 1 die
- 3 sets of benchmarks for team consultation
- numbered voting cards from 1 to 4 for each participant
- 10 Bonus cards
- 1 point control card
- 1 pack of Post-its to cover answered questions on the board (optional)
- 1 pack of labels to identify the names of participants



INTRODUCTION

OPINEMOS is a game developed by FHI 360 within the Resilient Society Program (RSA) as a tool for conducting participatory assessments with civil society organizations (CSOs) in a more agile way, creating a space of trust and opening opportunities for honest conversations that contribute to capacity development processes focused on organizational needs. The game adapts the Organizational Performance Index (OPI) developed by PACT, which has been globally used since 2015 to measure improvements in organizational performance under standardized indicators from the United States Agency for International Development (USAID). Specifically, **OPINEMOS** takes up the latest version of OPI, released by PACT in 2023, which incorporates a new domain focused on resilience.

The goal of the game is to explore how civil society organizations currently operate in different thematic areas, considering existing processes and practices of different areas and/or teams that make up the organization. This game allows for a detailed understanding of the organization, identifying strengths, challenges, opportunities, and strengthening priorities.

START THE GAME

People who guide the game will form the facilitation team, while the participating individuals from the organization will form two teams with personnel from different areas. Each of the participant teams will choose a name and will have a few minutes to explore the game materials: board, instructions, and benchmarks. Considering the board will guide the teams in a linear journey through 10 themes (identified with colors), teams will strategize about the themes they find most convenient to answer.

To start, each team will roll the die. The team with the highest number will choose whether to start with the first theme “Results” or yield their place to the opposing team and answer questions from the second theme “Standards.”



The team that starts the game will move through the squares in the order set on the board and will try to answer the question of each square within a maximum of two minutes. For each correct answer, the team in turn will earn 10 points. The opposing team will have the opportunity to complement the information to earn 5 points or answer the complete question if the team in turn does not know the answer and thus “steal” the 10 points. The facilitation team will use the point control card to keep a record of the points accumulated by each team.

After the question squares of a theme, the teams will reach a BONUS Door that will allow them to move on to the next theme. At the BONUS Door, the team that has accumulated the most points will win a BONUS card.



BONUS DOOR

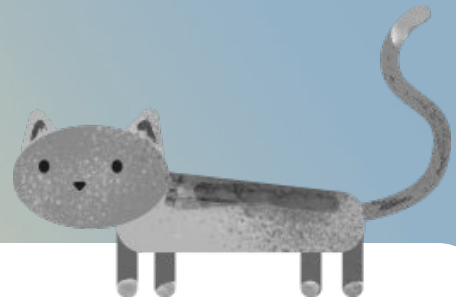
To open the door and move on to the next theme, participants will review the benchmark of the completed theme.

Participants will read the descriptions of each level and the evidence associated, to then vote for the level that best describes the organization's current situation. To vote, each person will choose one of the four numbered voting cards from 1 to 4 and will show it to the group simultaneously.

Subsequently, facilitators will open a dialogue with the group to confirm the performance level and evidence presented by the organization. It is important to consider that, to choose a performance level, the organization must meet all the elements listed in the benchmark, both in the descriptor (A) and in the evidence (B).

Once the voting is complete, the game will return to the board for the team in turn to answer the questions of the next theme. Once the BONUS Door is reached, the voting dynamic will be repeated. After completing the journey through two themes, the teams must roll the die again and repeat the turn distribution for the next two themes.





DESCRIPTOR



EVIDENCE



ADAPTIVE BONUS			
1	2	3	4
The organization is generally aware of the external environment surrounding and influencing its operations and mission.	The organization has a clear understanding of the external environment based on evidence assessments such as the SWOT analysis, the PEST analysis, scenario mapping or policy analysis.	The organization sets the table of new business opportunities to create plans to adapt to sudden changes in the environment, mission, operations, and how to respond to the quality of operations that might emerge, changes in funding needs, change in leadership, etc.	The organization has continued to operations, initiatives, engagement and activities through major or sudden change. For example, an organization changes its funding needs, change in leadership, etc., without loss of quality and operations in the last three years.
1. The organization understands as a least:	1. Strengths, Weaknesses, Opportunities and Threats analysis (SWOT), Political, Economic, Social and Technological factors (PEST), or equivalent analysis. The analysis must have been developed or updated in the past two years.	1. Strengths, Weaknesses, Opportunities and Threats analysis (SWOT), Political, Economic, Social and Technological factors (PEST), or equivalent analysis. The analysis must have been developed or updated in the past two years.	1. Strengths, Weaknesses, Opportunities and Threats analysis (SWOT), Political, Economic, Social and Technological factors (PEST), or equivalent analysis. The analysis must have been developed or updated in the past two years.
	2. Documents that show plans to adapt to changes in the environment. For example: Mission, Vision, Strategic Plan, Management Plan, etc.	2. Documents that show plans to adapt to changes in the environment. For example: Mission, Vision, Strategic Plan, Management Plan, etc.	2. Documents that show plans to adapt to changes in the environment. For example: Mission, Vision, Strategic Plan, Management Plan, etc.
	3. Examples of evidence of response, modified or discontinued based on the organization's needs to adapt.	3. Examples of evidence of response, modified or discontinued based on the organization's needs to adapt.	3. Examples of evidence of response, modified or discontinued based on the organization's needs to adapt.

FINISH LINE

Upon reaching the finish line, the team with more BONUS cards will win the game. It is time to gather the BONUS cards to discover the mysterious character hiding behind.

After concluding the game, the facilitation team will analyze the collected information and propose a session to present the most relevant results, findings, and recommendations to the organization.



OPINEMOS!

