

Edmund Rice Mission



P Dean McGlaughlin
Executive Director
Resources and
Planning

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“Now that Caplor Horizons have been working with our organisation on multiple endeavours and continuously since 2015 we have had time to reflect on the immense value of this long-term partnership and collaboration. Their contribution has been focussed on, but not limited to, our International Development work especially in Africa, Latin America and India.



Fiona Dowling
CEO

Nothing previous written in our testimonial has been lacking in the last 2+ years and that is high praise since it encompasses the period when our world was impacted by the turmoil and unpredictability of the COVID Pandemic.

Four significant experiences of Caplor are in the forefront of our perceptions in reviewing the whole time of our engagement with them and the work of the last 2-3 years specifically.

During 2020 and 2021 Caplor Horizons collaborated with us around training and capacity building of personnel in key governance roles across the scope of our Development Mission. In characteristic fashion, this need was first appropriately identified, quantified and documented in collaboration with the governance personnel as the basis for developing a strategic approach to the delivery of highly relevant workshops based on best practice models of governance.

The outcomes of this program were substantial and highly regarded by the participants. People in such roles are generally time poor, thus to have an extended program which engaged them over the course of a full year and to have it so highly commended by the participants, is indicative of Caplor’s capacity to design programs in response to need and to deliver them in ways which maintained the enthusiasm and commitment of the recipients. In that, Caplor’s performance consolidated for us our previous experience of their great ability to deliver planned outcomes.

During our association since 2015 Caplor Horizons itself has developed significantly. A large number of advisors and partners who work alongside Caplor, enhancing the range and scope of their already impressive skills set and knowledge base, bring a very broad experience and expertise to the coordinated and integrate approach which Caplor promotes.

The calibre of these advisors makes a game changing impact on the planning and delivery of specific components. So, in our work on Governance training we relied on Caplor’s, Drs Peter Moore and Rosie Bishop whose own expertise in this field broadened our horizons on the subject and provided the solid academic base on which the training and capacity building was structured.

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During the last seven years our conversations, and planning, with Caplor Horizons, both formally and informally, have been amplified in value by the input of so many experts in so many fields but all integrated into the overarching Caplor Horizon approach. It is like having the very best minds on any topic available to discuss, dream, plan and execute.

Without doubt the greatest value this long-term collaboration has achieved is the symbiosis that we, as an organisation, have with the Caplor Team and its aims. Rarely, in my experience in working with external facilitators and guides, can we assume that our underlying ethos, values and motivation are fully appreciated. In Caplor's case however, the synergy between our underlying purpose and theirs was evident from the start of our relationship. We have grown together and the mutuality of our fundamental aims means we have absolute confidence in their ability to interact purposely and validly across the diverse scope of our mission and endeavour.

Thus, it makes a huge difference whenever we embark on some new dimension of our mission work or our capacity development project to have the Caplor Team who knows us, understand more than just what we are trying to do but our drive, our ethos, our purpose behind the activity. That benefit is twofold. Firstly, because of the positive experience of people in our group who have worked with Caplor, others are assured that engaging with Caplor will bring meaningful and relevant outcomes. Secondly, when introduced to a new working group, Caplor exhibits, from the outset, their empathy and understanding of who we are and for what we are striving which raises confidence and comfort in the new group.



Fiona Dowling
CEO

The benefit of this level of our relationship is invaluable, it facilitates rapid uptake and clear and effective communication since we understand each other's language and it respects and gives the right place to our vision and ethos.

Finally, it is very significant that Caplor Horizons is a Charity. It would not be surprising to have that fact overlooked by those who recognise in Caplor a very efficient, effective, academically rigorous, outcomes motivated, intelligent and highly competent organisation.

But it does make a big difference to be a Charity working with another Charity – the bottom-line motivation is not for profit but for the improvement of the lives and circumstances of the beneficiaries. And Caplor clearly espouses that purpose and demonstrates it through the outcomes it achieves with many other groups who aspire to the same benefits for humanity. In concrete terms it also translates into extraordinarily good value – and that can only happen when both partners are not counting the time or calculating the cost of every minute activity but directed to the bigger picture outcome of making the difference that is needed.

I have in the past unreservedly recommended Caplor Horizons to others and I will continue to do so because I believe that we as an organisation would not be where we are today without them. Over these eight years Caplor has been our companion, accompanier, mentor, pilot, counsel and always reliable and valued critical friend. The journey has been so much easier and richer for us because of their collaboration.

As they presently are guiding us through a strategic renewal process, I have every confidence that they will help to shape and be part of our tomorrow as well.