

**BRIEF DESCRIPTION OF ADAPTATION DECISION TOOLS : PACT
(Performance Acceleration through Capacity-building Tool)**

PACT Nine Organizational Capacities or Pathways

1. Awareness	The grasp of what climate change means for society, for the organisation and its mission, and for particular areas of responsibility, now and into the future.
2. Agency	The capacity to spot, prioritise and develop opportunities for meaningful and timely action on climate change.
3. Leadership	The extent to which a formal leadership team has developed a strategic vision and engages with, supports and legitimises its implementation.
4. Agents of Change	How an “ecosystem” or group of champions is identified, developed, empowered and supported so that they can be effective agents of change.
5. Working together	The capacity to participate in, learn from, and act in collaborative partnerships with internal and external groups.
6. Learning	The extent to which the organisation generates and responds to feedback from innovation, even on a small scale, and makes sense of and communicates new information to improve procedures, strategies and mission.
7. Managing Operations	The embedding of procedures to get to grips with climate change in a systematic way to ensure that intentions and policies turn into action.
8. Programme scope and coherence	How far projects sit within a strategic programme of action suited to the scope of what the organisation is trying to achieve.
9. Expertise and Evidence	Ability to identify, access and deploy the necessary technical and change “know-how” and information to make the biggest difference.