

## APPENDIX 8.1: An Example of a Knowledge-Skills-Resource Matrix for an Organization

✓ = Capacity Achieved/ ✗ = Capacity Development Required

Knowledge/Skills	Resources	Subject Matter Experts	Leadership Transformation	Government ITC Capacity	Research and Business Development	Integrated Planning Capability	Citizen Awareness
<b>General</b>	Computer Internet Access Policies, norms, guidelines	✓	✓	✓	✓	✓	✓
<b>IT Skills</b>	Computer (High-end) Internet Access Policies, norms, guidelines	✓			✓	✓	
<b>Project Management</b>	Computer Internet Access Policies, norms, guidelines	✓	✓		✓	✓	
<b>Leadership</b>	Computer Internet Access Policies, norms, guidelines	✓		✓	✓	✓	
<b>Geospatial Data collection, management</b>	Computer (High-end) Internet Access Meta data editor Image processing Software Policies, norms, guidelines	✓					
<b>Geospatial Analyst</b>	Computer (High-end) Internet Access GIS Software, Image analysis Software	✓		✓	✓	✓	

Knowledge/Skills	Resources	Subject Matter Experts	Leadership Transformation	Government ITC Capacity	Research and Business Development	Integrated Planning Capability	Citizen Awareness
	Policies, norms, guidelines						
<b>Programming</b>	Computer (High-end) Internet Access GIS Software Policies, norms, guidelines	✓		✓	✓		
<b>Cartography</b>	GIS Software Publishing Software Policies, norms, guidelines	✓				✓	
<b>Database Management</b>	Computer, Internet Access Various database systems Policies, norms, guidelines	✓		✓	✓	✓	
<b>Communication</b>	Computer, Internet Access Policies, norms, guidelines	✓	✓	✓	✓	✓	✓