

## The Best Practices of the Financial Management Learning Forum Case study of Live & Learn Cambodia

**Ms. Kol Sopheap is a Finance and Admin Manager.**

Kol Sopheap has worked for Live & Learn Cambodia for four years as Finance and Administration Manager. She has actively engaged in Financial Management Learning Forum and become a role model within the organisation and in the forum, while she had made a lot of progress and contributed to policy development within her Organisation.

While Live & Learn Cambodia has been improving its policies and internal practices to ensure better governance and management practice, transparency and accountability, her knowledge and contribution become significant. Several policies, guidelines and procedures were jointly reviewed and updated by staff.



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She was mainly assigned to review Financial Management Policy and Procurement Policy. Based on knowledge she learnt through the Forum, the ideas she has proposed during the reviews were accepted. *“What I mainly learnt is Procurement Management; our previous procurement policy was very broad, and without clear procedures, we found ourselves very hard to implement,”* said Sopheap. She added that, *“While we faced human resource challenges, it was even more difficult for us to deal with the existing policies and staff have been worked overload.”* This policy is improved while she has attended within Financial Management Learning Forum, organised by CCC. She learnt a lot of practical experiences from the participants and guest speakers of each learning forum, especially she learnt about the **“Procurement Management”**. Through this forum, she reflected to her procurement policy and she knew and clearly understood on the gaps in this policy, and finally brought these attentions to her management team. As the result the procurement policy was updated and approved by the Board of Governance. This policy is now providing clear instructions on processes so as easy to understand by all staff, particularly the amounts for different types of procurement and staff involvement in each step.



Through this engagement and also having opportunities to apply the knowledge, she revealed that it is important to have opportunities to learn new knowledge, share with colleagues and reflect of what have been learnt in real life. *“I am confident that my skill and knowledge have improved as I keep learning and sharing, not only Financial Management, Employee Relations, but many more, through the Forum and the Forum is an important platform for CSOs,”* she added. She also emphasized that, it is the first ever initiative or platform, where NGOs staff could learn and share

practical knowledge and experience and encourage everyone to join and support. She has brought to attention that CCC, with continuous support of its donors, should keep supporting NGO members and partners in order to effectively respond to the challenges relating to capacity building and performance improvement, using such learning forum.

