Professional associations (PA) are increasingly recognized as key actors in addressing MDG 4 and 5. The ability to provide leadership, set standards, and provide quality health care services depends on the individual, organizational, and institutional capacity to perform. PAs urgently need a business model to compete for recognition, participation, and resources in the world. We sought to review PA capacity using the Organizational Capacity Improvement Framework (OCIF).

Methods
As part of the LOGIC program, in 2009, 2011, and 2013, two-day facilitated workshops were held with Association of Obstetricians and Gynaecologists of Uganda members to qualitatively assess changes over five years. The OCIF assessment tool covers the five core areas of Culture, Operational capacity, Performance, Functional external relationships, and improved function. Each core area has 3-7 dimensions that were qualitatively assessed by the team. Assessment scores were either basic, intermediate and high.

Results
There was a consistent increase from a basic level to an intermediate level in all core areas. Major improvements were noted in increasing membership services, improving strategy and leadership through developing and using strategic plans, development of organization performance manuals, advancing professional practice, improving ownership and participation by members. Key challenges were: poor financial position, lack of infrastructure, making linkages and networking, and adequate financial management procedures.

Conclusion
This self-reflection tool is useful for an initial assessment of professional organizations as they build a business model. Self-reflection helps in developing the strategic direction of the association and is highly recommended for Organizational capacity review.