



TRAINING OF TRAINERS IN PEACE BUILDING & CONFLICT TRANSFORMATION

Language of facilitation: English

Dates: 26th to 30th March 2012

Venue: Nairobi, Kenya

Charges: US\$1300

(The amount covers tuition, full board accommodation at the training centre, a CD with training resources, a certificate and airport transfers)

Target number of participants: 20-25

Target Groups:

Priority will be given to practitioners working in the fields of Peace building, development and humanitarian aid particularly persons who fall in any of the following categories:

- Alumni of COPA trainings
- Designers of training programmes
- Training facilitators
- Those working in capacity building departments
- Those working or living in conflict areas
- Persons in organizations with projects in conflict areas in the continent
- Persons with organizational affiliations
- English speakers

Target regions

The Horn of Africa, the Great Lakes and Eastern Africa including Sudan and South Sudan

Deadline for submitting application forms: 17th March 2012

Contacts

Coalition for Peace in Africa (COPA)

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Introduction

The proposed five day 'Training of trainers' workshop is expected to bring on board between 20-25 practitioners keen to enhance their abilities to transmit knowledge and skills to their beneficiaries in an effort to amplify and widen the impact of their interventions and that of their organizations.

The training of trainers is aimed at:

1. Building capacities of participants to design training programmes
2. Improving participants capacities to conduct needs assessments of their target groups
3. Enhancing participants abilities to conduct analysis of their beneficiaries/organization's operating contexts
4. Building up skills of participants to conduct actual training presentations/facilitation
5. Enhancing participants capacities to evaluate their training programmes

The TOT will take participants through a journey of identification of issues to consider in assessing capacity needs of their beneficiaries and how the findings obtained can in turn inform proposed training contents. Further, there will be sessions highlighting various logistical considerations that need to be put in place to ensure both the organization and delivery of a successful training programme.

Additionally, participants will go through sessions aimed at ensuring they understand themselves better as trainers and what is required of them. Further, there will be sessions exploring different learning methodologies and highlights on the most effective for adults.

Given that our ability to communicate can either make or break our trainings, there will also be sessions aimed at improving on oral communication so that participants are able to communicate in a way that is articulate and convincing. Towards the end, there will be practical sessions dealing with actual training designing and facilitation. The training will end with a session on how trainings can be evaluated to ensure that the impact is assessed, gaps noted and new areas of address noted.

Delivery of the training

COPA hopes to draw on her past experiences and lessons learned in the last 10 years to deliver this training. Participatory training methodologies that will ensure effective participation and sharing of experiences from various parts of the continent will be used. Additionally, the training will be an opportunity to get to know best practices of practitioners across the regions.

Areas of focus:

1. Adult learning

2. Understanding needs assessments of organizations and beneficiaries
3. Exploring the roles of a facilitator/trainer
4. Designing a training curriculum
5. Facilitation skills and techniques
6. Practical exercises on designing and facilitating trainings
7. Evaluating a training programme

Expected outcome:

1. Improved skills in designing training programmes
2. Improved understanding of our roles as trainers
3. Increased ability to facilitate trainings

How to apply

Filled in application forms should be sent to COPA either by email or fax. All received applications will be acknowledged and if successful a corresponding letter of admission and other necessary documentations will be sent to the applicant. Please send your completed application to copa@copafrica.org

Payment Mode

Kindly note all payments should be made before the commencement of the training and can be done by either cheque payable to the Coalition for Peace in Africa or by direct bank transfers (please ask for banking details).

Selected COPA Trainings in 2011

~ *Building Capacities for Peace training*; a series of 10 day trainings held thrice in 2011 for 51 peace and development practitioners from Kenya, Uganda, Burundi, Ethiopia, Sudan, South Sudan, Somalia, Liberia, Nigeria, Comoros, Djibouti, Zimbabwe and Ivory Coast. The trainings were held from 28th March to 7th April, then from 11th to 21st July and lastly from 21st November to 1st December

- ~ *Enhancing Local Capacities for Peace Training*, a 5 day course held in Gulu, Uganda for 31 peace, development and humanitarian aid partners of UN agencies operating in Northern Uganda in the period 20th to 24th June
- ~ Conflict Analysis and Peace Building training for the African Union held in Nairobi, Kenya from 31st October to 2nd November
- ~ Conflict Management and Peace Building Course organized by the Eastern Africa Standby Force in Addis Ababa, Ethiopia from 31st October to 11th November

Selected Views from Alumni of our past TOTs on their key learnings:

- *During a workshop you can achieve much more than only transferring knowledge – by creating very safe environment and a good climate of teamwork you can use this “atmosphere” to reflect with participants and it can be a “role model” how working together can be;*
- *The role of the facilitator; creating an atmosphere for learning to take place; the training created a broad-mindedness in me because of the diversity of the participants from East Africa; communication as an art but which also helps to create confidence and trust among your audience;*
- *Importance of preparation; importance of co-ordination and co-operation between facilitators;*
- *My two objectives were to enhance my facilitation skills, which I have learned in the course of this week and to interact and network with other women in peacebuilding. This has been met in an excellent way*
- *The structure of the training was so clear and concise. Methods used were efficient and appropriate to enable me to acquire more knowledge to facilitate the implementation of my activities back home in Southern Sudan, particularly the Western Equatorial State of Yambio*

For more information please contact:

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