



## Blue Gold Program

Training Report

# Organizational Management

(For Water Management Groups)

Polder 22



March 2015

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## **Acknowledgement**

*External Training Team of Blue Gold were assigned to implement Training Course on "Organizational Management" to the all members of executive body & some of Water Management Organizations (WMO). It is three days training courses for each batch participating the male and female members from the WMG and Union Parishad. It has been started from the October 2014 and ended November 2014 in polder-22. To develop the capacity of WMG this training is very important and foundation training for each WMG. Undoubtedly it is a challenging task for the external training team to conceptualize the whole issues of organizational management for Water Management Groups. Due to high commitment of the External Training Team (ETT) members and excellent cooperation and assistance from the participating Blue Gold officials the task is continuing efficiently. We are acknowledging their assistance & cooperation and extend our sincere thanks to all Blue Gold officials.*

*Our sincere thanks to Mr. Dirk Smit, Team Leader, Blue Gold Program, who gave us the opportunity to work with Blue Gold. We also thanks to Mr. Abul Kashem, Training Expert and his team of Blue Gold Program for their support, suggestion, strengthening on the quality training facilitation & cordial cooperation in the training course.*

Khairuzzaman Khokon  
Team Leader,  
External Training Team,  
Blue Gold Program

March 2015

## 1. Introduction

External training team successfully completed 3 days Organizational management training in polder 22. This was started from October 2014 and ended in November 2014. There are 203 participants in number divided into 6 batches participated from 12 WMGs and One Union Porishad in this training course. Please find the detailed in the following table:

Batch #		Name of WMG	No of participants		
			Male	Female	Total
1.	Oct 21-23, 2014	1. Hatbari WMG 2. Sayed Khali WMG	24	09	33
2.	Oct 25-27, 2014	1. Senerber WMG 2. Darunmallick WMG	23	11	34
3.	Oct 28-30, 2014	1. Fulbari WMG 2. Bigordana WMG	21	13	34
4.	Nov 04-06, 2014	1. Telikhali WMG 2. Noai WMG	23	10	33
5.	Nov 08-10, 2014	1. Gopipagla WMG 2. Durgapur WMG	23	11	34
6.	Nov 15-17, 2015	1. Kalinagor WMG 2. Harinkhola WMG	21	14	35
<b>Total</b>			<b>135</b>	<b>68</b>	<b>203</b>

Each training batch contained 36 participants comprising male and female, 12 WMG Executive Members, 1/2 UP representatives and 5 Potential Leaders from each WMG. Detail list of the participant's WMG wise are attached with this report (*Attachment-4*).

The training course on “Organizational Management” was designed for an experiential learning process. The training course was designed following the Inductive Type Participatory Approach. Group Dynamic (GD) exercises and participants centered training methods were applied in conducting training sessions.

## 2. Objectives of the Training Report

The objectives of this training report are:

- To provide record for future reference, which can be utilized to further improve the training materials and the conduct of similar training courses;
- To share with the concerned department/groups/people who were not able to participate in the training course.

### 3. Training Objectives

This training course has been conducting for the WMG EC members, Potential Leaders and for the UP members. The main objective is to strengthen the organizational capacity of the newly formed/reformed WMGs with necessary knowledge/skills, prepare WAP plan to utilize these learning to strengthen the organization.

At the end of the training course, the participants will be able to:

1. Clarify the importance of Water Management Organization;
2. Identify the water management problems and way to overcome;
3. Describe importance of Water Management Organization;
4. Clarify the techniques and ways of organizational record keeping;
5. Describe the steps and techniques to organize WMG effective meeting;
6. Discuss the benefits and techniques of effective communication;
7. Describe the importance and roles of a good leader;
8. Discuss the methodology and process of conflict resolution;
9. Identify the benefits, skills, and roles of WMG members in developing Team;
10. Identify the ways to make organization sustainable;
11. Prepare and SMART WAP action plan to replicate these learning to their organizations.

### 4. Training Methodologies

Considering the content and the level of the participants understanding various training methods were used in conducting the training to make it participatory and interesting. These methods are mentioned as follows:

- ✚ Group Dynamics Exercise
- ✚ Group Discussion
- ✚ Role-playing
- ✚ Brainstorming
- ✚ Visualization in Participatory Planning (VIPP)
- ✚ Games
- ✚ Demonstration
- ✚ Debate
- ✚ Colloquium
- ✚ Experience Sharing
- ✚ Lecture discussion.



## **5. Training Duration**

The duration of the training is 3 days with 11 sessions. In each day training was started at sharp 09.00 AM and ended at 05.00 PM. In few cases the day session continued up to 05.30 PM where participants took that positively as they own this training course.

## **6. Training Modules/Sessions**

This training curriculum comprised of 11 modules/sessions and each session designed for 1 hour 45 minutes to 2.00 hours. In each training session have numbers of sub-contents considering the needs: The detailed are stated below:

## Day-01

### Session 1: Training opening and Overview

- Opening of training course
- Participants Expectation
- Objectives and agenda of training
- Detailed Training Program
- Setting training Norms
- Pre-Test



### 1. Session 2: Water management problem and ways to overcome

- Water related problem in the polder
- Identify the reasons of the problems
- Identify the ways to overcome



### Session 3 : Importance of Water Management Organizations

- Concept and importance of Water Management Organization
- Introduction of Water Management Organizations (WMO) and its structures
- The main pillars of Water Management Organization
- Roles and responsibilities of WMO members to make the organization sustainable



### Session 4: Record Keeping

- Importance of Record Keeping
- Introduction of required records
- Buy-laws
- Audit procedures





## Day-02

### Session 5: Organizing and Conducting Effective Meetings

- Concepts, objectives and different types of WMG Meeting
- Steps of implementing an effective Meeting
- Roles of chairperson in organizing and conducting meeting
- Reasons for ineffective meeting
- Techniques to be followed for conducting an effective meeting



### Session 6 : Organizational Communication Process

- Definition and Elements of communication
- Effective Communication at the Polder Level (WMG-WMA-WMF-BWDB-UP-NGO-DAE-and other organization)
- Types and level of communication
- Reasons and barriers for ineffective communication in WMG
- Techniques to followed for effective communication in the organization



### Session 7 : Leadership Development

- Concept of leadership and its importance in WMG
- Types and characteristics of different WMG leaders
- Roles and functions of a good leader and members in Water Management Organization



### Session 8 : Conflict Management

- Concept of leadership and its importance in WMO
- Types and characteristics
- Roles and functions of leader and members in Water Management Organization
- Different ways/methods of conflict resolution
- Roles of WMG and UP in conflict resolution



## Day-03

### Module 9: Team Building

- Concept and importance of Team Building
- Types of Team Leader/Chair Person in Water Management Organization
- Key issues of Team Building
- Barriers of Team Building
- Qualities and Key Skills of a good leader/chairperson
- Roles of team leader/WMG Chairperson and members in team building



### Session 10: Sustainability Process of Water Management Organization (WMG)

- Concept and importance of WMG sustainability
- Importance of coordination and collaboration of WMG with UP and other organization
- Identify the collaboration & coordination space & areas
- Barriers of collaboration & coordination & identify the way to overcome



### Session 11: Course evaluation and planning to utilize the learning

- Preparation of WMG Action Plan (WAP) for 6 months
- Course review
- Post-test
- Course evaluation
- Cultural events and conclusion



## 8. Trainers/Resource Speakers

The training course organized by the Blue Gold Program officials and the training session was facilitated by the External Training Team members. The Zonal Socio Economists, Training Coordinators, Community Organizers were assisted in clarifying project related many issues attending in the training sessions in different time what makes the training more effective and interesting.

In each day there were 3 trainers who make the training interesting, interactive and effective. The Training team comprising 3 experience trainers and gender balance team. Out of 3 trainers at least one trainer has the singing and musical instrument (Harmonium) playing skills what makes the training attractive and live to the participants. Following training members were conducted OM training course in Polder-22 in different date:

1. Khairuzzaman Khokon
2. Nripendra Chandra Das
3. Bijoy Haldar
4. Monirun Nahar Lupa
5. Kazi Md. Al Mamun

## 9. Training Participants

The WMO is the key community organization for water management and maintenance of BWDB's infrastructures. It is based upon existing (often informal) water management arrangements at the level of the villages or social units. This course targeted for 132 WMG under 5 Polder (Polder-22, 30 in Khulna district Polder 43/2D, 43/2F, 43/2A under Patuakhali district) and Union Parishad representative operational in the same area. This training report is prepared for Polder 22 where 12 WMGs male and female executive committee members and 14 participants from Deluty Union Parishad who have participated in 6 batch training course. The detailed participants are appended in the below table:

Date of Training	Venue	Name of WMG	No of participants		
			Male	Female	Total
Oct 21-23, 2014	Deluty UP Conf. Room	Hatbari WMG Sayed Khali WMG	24	09	33
Oct 25-27, 2014	Do	Senerber WMG Darunmallick WMG	23	11	34
Oct 28-30, 2014	Do	Fulbari WMG Bigordana WMG	21	13	34
Nov 04-06, 2014	Do	Telikhali WMG Noai WMG	23	10	33
Nov 08-10, 2014	Do	Gopipagla WMG Durgapur WMG	23	11	34
Nov 15-17, 2015	Do	Kalinagor WMG Harinkhola WMG	21	14	35
<b>Total</b>			<b>135</b>	<b>68</b>	<b>203</b>

The 12 Executive Committee members of the Water Management Organization, 05 potential leaders from each WMG and representative of Union Parishad were the participants of this training course.

## Session 1: Training course opening and overview

The training course usually started at 9.00 AM in each day and each training course was inaugurated by the UP representative or WMG Chairperson. Through some interesting game the participants introduced each other and broken their shy and create friendly environment. In the first session training objectives, contents, norms for participatory training environment were develop by the participants. The Bangla training schedule are attached with this report (*See attachment-1*)



## Session 2: Water management problem and ways to overcome



The participants were divided into 4 groups by the facilitator and distributed poster papers for review and recording their water management problems, reasons and identify the possible solutions. Through intra-group discussion the participants find out their water management related problems and reasons. In the large group discussion they presented those problems, reviewed and identified the solutions. In most of the training courses through discussion WMG realized that if

WMG takeover the Water Management responsibility and continue day-to-day Operation & Maintenance the identified problems will be minimized. However the following major problems were identified by the 12 WMG under Polder 22:

1. Water logging
2. Net and fishing fence
3. Siltation of Canal
4. Sluice gate out of order
5. Inactive Gate committee
6. Salt water
7. High and low land
8. Water Hyacinth
9. Mishandling of sluice gate
10. Gate operating by political influential person
11. Shortest of inlet/outlet
12. Damaged culvert
13. Siltation of canal in front of gate
14. Damaged in different points of embankment.
15. Absence sluice gate operator
16. Crisis of safe drinking water

However the group outcomes are appended with this report as attachment (*attachment-02*)

### Session 3: Importance of Water Management Organizations

This session is one of the most important sessions of this training course. The session was started with role playing that “Unity is the Strength”. From the role play analysis participants were realized the importance of Water Management Organizations to resolve the problems identified in the last session (session #2).



After that the participants were introduced with the different tiers of Water Management Organization and their roles and responsibilities of each tier. The participants were reviewed their experiences, interact and debate each other and identified the following major reasons of failures and become inactive of the Water Management Organizations:

1. Lack of Good Governance
  - a. Lack of participation in decision making process
  - b. Lack of Transparency in the organization
  - c. Accountability to each other
  - d. Lack of follow the rules, regulation and respect on the organization constitution
2. Irregular savings and anti-savings attitude among the members
3. No Income Generating Activities, business development plan in the organization etc.
4. Poor leadership and lack of management skills of the WMG EC members
5. Lack of democracy practice in the organization
6. Lack of team spirit
7. Political Influence and grouping
8. Lack of awareness about the vision of the organization
9. Lack of communication
10. Lack of Planning and motivating the members
11. Lack of commitment of WMG members
12. Lack of self evaluation etc.

All the above points were written on the sticker/cards (one point in one card). Participants were again engaged in the small group for square game to identify and select the major 4 points (4 pillars for any organization is a must) for building house and sustainability. Different groups identified different pillars and presented in the plenary. Then the differences among the groups on the points detected initiated debate among the groups which was most important for understanding and realization all the points identified by the participants. Through this way the participants realized that all the above points are important for any WMG what they need to take care otherwise their organization will be inactive / dormant. The following diagram prepared by the selected pillars and presented in the plenary.

## Session 4: Record Keeping

The record keeping session was started with a dramatic role playing where participants identified the effects if any WMG do not maintain organizational records properly. Following are some outcomes of the role play analysis:



- Misunderstanding among the members
- Mistrust among the EC committee and general members
- Reduce the interest, commitment, trust towards the organization
- Corruption will take place

The following documents were demonstrate and discussed elaborately:

- Membership Registrar
- Meeting Regulation
- Cash Register/Savings and Credit Registrar
- Pass Book
- Buy-Law
- Notice
- Cash memo
- General Ledger
- Registration Documents

At the end of session one set of each documents were supplied to each WMG.

## Session 5: Organizing and Conducting Effective WMG Meetings



This session was started with the discussion on what kind of meeting WMG needs to organize as per their Buy-laws and who is usually responsible to conduct those meeting. According to those different types of meeting, structures, objectives, interval and purpose of these meeting was clarified through interactive discussion and sharing of WMG experiences.

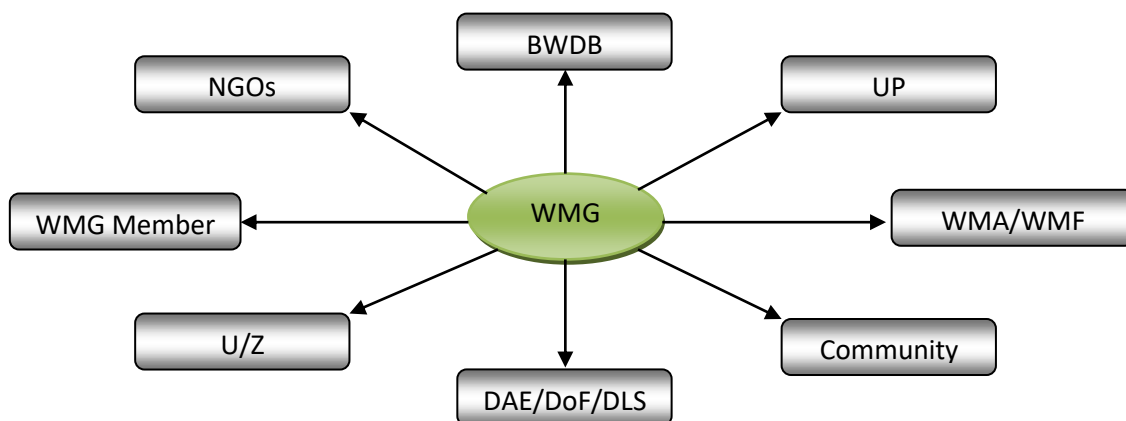
A dramatic role-play on “in-effective meeting” was played by the participants what is very interesting and learning oriented to the participants. The players were tried to demonstrate the usual reasons that why a meeting become meaningless and waste of time conducted by the WMGs. Participants can easily identified following outcomes through review the demonstrated dramatic role play:

- Lack of planning meeting
- Agenda less meeting
- Invitation/notice was not served before the meeting
- Lack of skills in organizing and conducting/facilitating meeting by the WMG chairperson
- No participation of the WMG members in the discussion and decision making
- Lack of decision making in the meeting
- Poor acceptance of WMG chairperson due to his negative attitude
- Gender insensitive environment etc.

After the above discussion and realization, participants were identified the steps of implementing WMG meeting, roles of organizer (chairpersons/secretary), techniques to be followed in conducting meeting, roles of WMG chairperson after the meeting etc.

### Session 6: Organizational Communication Process

The facilitator initiated this session from the participants experience on the basic concept and its importance of communication in Water Management Organization. Based on their experience facilitator drawn the following diagram where WMG needs to communicate for their organization needs:



After this session participants were involved in different message game, role playing and skit game to identify the WMG barriers in communication, how they will overcome the barriers of communication in WMG and techniques to be followed for effective communication with WMG members, WMA, UP, Community and other organizations.

Following were the outcomes of analysis of the games on the techniques to be followed for effective communication:

- Organize and conduct regular meeting and update the decisions clearly to the WMG members
- Regular preparation of meeting resolution and distribution to the concerned timely
- Proper drafting of memo/letter/application and timely submission to the concerned department/persons
- Selection of right person for right issue and message dissemination or discussion based on the target audience
- Regular communication/open communication within the WMG members
- Keep regular communication with WMG/WMA members, Union Parishad, implementing partners, NGOs, donors, community people and other organizations
- Properly record keeping, keep the document open for all WMG members and display/supply necessary information as and when required.

## Session 7: Leadership Development

At the beginning of this session leader, leadership and its importance in WMG was discussed through question and answers session. Participants understanding and interaction were found very well on this particular issue. After this understanding participants played a role play where they demonstrated three different pictures/roles on the leadership style are as follows:



1. Autocratic Leader
2. Free-rein Leader
3. Democratic Leader

After the role play the participants were reviewed/analyzed 3 leadership style, compare the performance and their characteristics and identify logically why they need democratic leader for WMGs.

The participants were identified the following quality (compiled outcomes of 6 batch training) and roles of WMG leaders to build a successful organization:

1. Ability to manage and lead Water Management Organization (Planning, organizing, leading and controlling)
2. Keep close communication and coordination with WMG, WMA , WMF, UP, BWDB, DAE and other implementing partners
3. Ensure participation of WMG members in decision making process
4. Inspire to the WMG members in participating different social activities, O&M and agricultural activities
5. Trusting WMG EC members and other general members
6. Developing a vision for the Water Management Organization



7. Keeping cool and maintaining patience “High Tolerance” in communicating with the WMG members
8. Encouraging risk for the overall development of organization
9. Being an expert in organizing the people for building team spirit
10. Inviting creative dissent and disagreements and show helping attitude
11. Ability to understand and simplify complex problems, resolution of conflict, participatory decision making etc.
12. Guide the organization and initiate Income Generating Activities and Business Development activities
13. Organize and conduct regular meeting with the WMG members as per the Buy-Laws
14. Strong personality and good behave with the members
15. As per Buy-laws perform the roles and responsibility etc.

The participants also identified their roles in WMG as members to support Chairperson for the development of the organization. The WMG chairperson alone cannot do everything without participation of the WMG members. The participants were realized this session learning will help them a lot for their development.

## Session 8: Conflict Management

This session was initiated with question & answer and collecting experience of the participants what kind of conflict WMGs are facing in Water Management or in managing their organization. The session facilitator collected their experience and through discussion clarified the basic concept of conflict, positive and negative effects of unresolved conflict. Participants were identified from their experiences that the followings are the possible reasons for conflict in Water Management:



- Unequal water distribution
- Water distribution for high-low land
- Water distribution without considering the cropping pattern/seasons
- Conflict between different occupation
- Absence of water distribution plan
- Selfish attitude among the members-members, farmers-farmers etc.
- Political influence, grouping, partiality etc.
- Poor leadership etc.

A drama was played on conflict between Influential people (zominder) with a poor farmer on sluice gate operation for supply of water in agricultural land. The drama was very much interesting, enjoyable, learning and life oriented to the participants. After playing the drama the participants were reviewed, analyzed and find out the learning what will be the effects of conflict. Through the

story telling method “conflict in sister & brother for an orange” The facilitator has discussed following conflict resolution methods with advantages and disadvantages of each.

1. Lose vs Lose
2. Lose vs Win
3. Win vs Lose
4. Win vs Win

Finally the emphasis was given on the “Win vs Win” methods which should be followed in conflict resolution for water management. At the end of this session the roles of WMG, WMA, and UP in appeal process was discussed.

## **Module 9: Team Building/Organizational Spirit**

Through a “table leafing game” the session was initiated and the benefits of team/organizational spirit has clarified. The participants have identified the following benefits:

- Develop team/ working spirit among the WMG members
- Improve the quality of work
- Easy to achieve target of the organization
- WMG members will be encouraged to take challenges
- Encouraged innovative work for the organizational development
- Prevent any unwanted/harmful activities/issues etc.

The participants were taken out from the training room and divided all the participants in two groups equally. The facilitator initiated a competition game “Increase length of line (Joto paro boro koro)”. The participants were started to increase their line holding each other hand and using whatever they have (shirts, cloths etc). Finally one group is wined in this game. This is very interesting methods where all the participants involved in this competition and very useful learning came out from the different batch. After the game participants were review why one group wined the race though number of participants was the same. Through review that game participants were identified the following points what are very useful for WMG members for their development as a Team:

- Commitment of each members for WMG achievements
- Organizational priority is much important than individual requirements
- Trust building among the members
- Appreciate to other members for his/her good work
- Determining the objectives and goals of WMG
- Keep regular communication among the WMG members
- Try to put maximum group/individual effort for organizational development
- Practice of participation, transparency and accountability

At the end of the session participants were identified the characteristics of a good Water Management Organization and the reasons of failures. They recognized that the learning of this session is very useful and applicable for WMG development.

### **Session 10: Sustainability Process of Water Management Organization (WMG)**

This session was started with reviewing all the 3 days sessions and clarified their understanding level on each session included in 3 days training course. Through interactive discussion participants were identified some important roles of WMG for sustainability of the organizations. Through discussion major 10 roles/functions for WMG was identified for their sustainability and written in the cards.



The participants were divided into 2 groups (WMG wise) and asked to priorities those roles and functions (written) in the cards and past in the poster paper sequentially. Both group present their group outcomes and usually find the differences in the priorities of those cards and debate started in between 2 groups. This is one of the highly participatory sessions where participants can get clear understanding on the roles and functions of WMG for their sustainability. The following main focuses of the WMGs roles and functions are identified:

- Identify the areas and scope and develop coordination and collaboration with Union Parishad
- Rapport and relation building with other implementing partners, community people and Government and Non Government institutions
- Keep open communication coordination with WMG members and WMA

At the end of the session participants identified the dos and don'ts in building relations with the Union Parishad.

### **Session 11: Course evaluation and planning to utilize the learning**

This is very important session in this training course. The participants were reviewed the whole training course and highlighted the major learning's and divided the participants into WMG wise and prepared an WMG Action Plan (WAP) on how they will apply the learning's of training course for better Water Management and sustainability of WMG. The Trainers Team provided a format, Poster Papers, Markers and reminded them to prepare the plans reviewing the following areas:

1. WMG strengthening Activities
2. Water Management and Operation & Maintenance
3. Agricultural Production and Business Development
4. Environment and Disaster Management
5. Social activities etc.

In presence of Community Organizers the WMG prepared their action plan and presented in the plenary. The WMGs were suggested to finalize this plan through discussion with all the general members with resolutions and distribute the copies of action plan to the CO and others for necessary information. The WAP action plans of 12 WMGs are appended with this report (attachment-03).

### 11.1 Pre-Post Test

It was little difficult to conduct Pre and Post Evaluation for such level of participants as some of the participants were illiterate and some participants can sign only. Considering all these a simple tool is designed (Multiple Choice Questionnaire) what helped the trainees to fill up the questionnaire easily and quickly. Training team members helped the illiterate trainees to fill up the questionnaire. To assess the participant's knowledge, skills and attitude (KSA) before and after the training this process will help training team. These results will also help the Blue Gold Training Team to assess the performance level of the participants/organization after 9-12 months as back home application.



The specific objectives of pre-post evaluation are:

- Identify the knowledge, skills and understanding level improved from the training;
- Participants will be in pressure so that they will review handouts/materials provided in the training;
- The trainers will understand the effectiveness of the training specially the methods, techniques and process.
- Participants also evaluate them salve what they learn from this training by giving post-test.

In the 1<sup>st</sup> day in 1<sup>st</sup> session the pre-test was conducted. At the end of the training course the post-test was conducted. Based on the pre-post test result participants were categorized as per the following table:

Table-02: Grade level of the participants based on the pre-post result

Name of WMG	# of Participants	Average marks obtained		Level of KSA gained based on the post test result		
		Pre-test	Post-test	A (60->)	B (31-60)	C (1-30)
1. Noai WMG	20	63	83	16	04	00
2. Telikhali WMG	16	46	78	12	03	01
3. Sener Ber WMG	18	51	80	13	05	00
4. Darun Mollik WMG	18	49	81	13	05	00
5. Gopi Pagla WMG	19	42	76	15	04	00
6. Durga Pur WMG	19	47	73	13	06	00

7. Fulbari WMG	16	50	80	13	03	00
8. Bigordana WMG	12	44	76	10	02	00
9. Hatbari WMG	16	42	78	12	04	00
10. Sayedkhali WMG	12	55	80	10	02	00
11. Kalinagar WMG	16	42	76	14	02	00
12. Horinkhola WMG	17	46	69	14	02	01

The pre & post test were administered to all participants using a set of questionnaire. Result of the pre & post test result are appended with this report (*see attachment-4*).

### **11.2 Selection of Training Resource Group**

According to the selection criteria of Training Resource Group (TRG) we identified 31 potential members. Out of 31 members 12 members are female and remaining male members. The Training team detected them from the 1<sup>st</sup> day of training course and tested their potentiality giving different assignment, demonstration and presentation, communication skills, personal behavior etc. At the end of the training course the Training Team together with Blue Gold officials sit with primarily selected TRG members to more about their academic qualification, experience, involvement in other social and other activities, interest to involve as TRG members etc then finalized the attached list (attachment-05)

### **11.3 Course Evaluation**

At the end of 3 days training course the participants assessed training contents, methodologies used, presentation skills of facilitators, training materials and training facilities and equipments. Through the simple "MOOD METER" this training course was evaluated by the participants. A sample of evaluation tool is appended with this report as annex. A poster of that tool is usually hanged to the other room or where participants feel free to tick on the appropriate places independently and confidentially. After that the trainers collected that evaluation result/Mood Meter. According to their assessment 70% participants commented "very good", 20% participants commented fair on the above areas. 10% participants of the participants reflected (ticked) on training facilities in the fare column. Through discussion the trainers collected the reaction of the participants and took necessary measures for improvement training program. A sample of Mood Meter Tool is appended with this report (Attachment – 06).

## **12. Overall observations and recommendations**

The opinion of the participants on this course will help them a lot to manage and lead their organizations more effectively. The participants demonstrated that they will make some changes in their organization. The women participants are participated in each activity and demonstrated their strong contribution.

The participants prepared WMG Action Plan (WAP) at the end of training what they want to finalize through a general meeting and will distribute the copy to the concerned.

AI 12 WMG demonstrated their high commitment to achieve these activities what they have included in their action plan for coming 6 months. Continuous follow up is necessary by the Blue Gold Community Organizer (CO).

### প্রশিক্ষণ সময়সূচি

#### ১ম দিন

অধিবেশন নং	বিষয়	গময়
অধিবেশন - ১	প্রশিক্ষণ কোর্স উদ্বোধন ও পরিচিতি	১ ঘন্টা ৪৫ মিনিট
চা বিরতি		১৫ মিনিট
অধিবেশন - ২	পানি সংক্রান্ত সমস্যা ও সমাধানের উপায়	১ ঘন্টা ২০ মিনিট
দুপুরের খাবারের বিরতি		১ ঘন্টা
অধিবেশন - ৩	সংগঠনের গুরুত্ব ও গঠন প্রক্রিয়া	১ ঘন্টা ৪০ মিনিট
অধিবেশন - ৪	সংগঠনের রেকর্ডপত্র সংরক্ষণ	১ ঘন্টা ৩০ মিনিট
চা বিরতি এবং দিনের আলোচনা সমাপ্ত		১৫ মিনিট

#### ২য় দিন

অধিবেশন নং	বিষয়	গময়
গতদিনের কার্যক্রমের পর্যালোচনা		৩০ মিনিট
অধিবেশন - ৫	সভা আয়োজন ও পরিচালনা	১ ঘন্টা ৩০ মিনিট
চা বিরতি		১৫ মিনিট
অধিবেশন - ৬	সংগঠনের যোগাযোগ প্রক্রিয়া	১ ঘন্টা ৩০ মিনিট
দুপুরের খাবারের বিরতি		১ ঘন্টা
অধিবেশন - ৭	নেতৃত্বের বিকাশ	১ ঘন্টা ৩০ মিনিট
অধিবেশন - ৮	বিরোধ মীমাংসা	১ ঘন্টা ৩০ মিনিট
চা বিরতি এবং দিনের আলোচনা সমাপ্ত		১৫ মিনিট

#### ৩য় দিন

অধিবেশন নং	বিষয়	গময়
গতদিনের কার্যক্রমের পর্যালোচনা		৩০ মিনিট
অধিবেশন - ৯	সংগঠনিক সম্প্রীতি	১ ঘন্টা ২০ মিনিট
চা বিরতি		১৫ মিনিট
অধিবেশন - ১০	পানি ব্যবস্থাপনা সংগঠন টেকসই করণের প্রক্রিয়া	১ ঘন্টা ২০ মিনিট
দুপুরের খাবার বিরতি		১ ঘন্টা
অধিবেশন - ১১	কোর্স মূল্যায়ন ও প্রশিক্ষণ পরবর্তী কর্ম-পরিকল্পনা	২ ঘন্টা
চা বিরতি ও প্রশিক্ষণ কোর্স সমাপ্তি		১৫ মিনিট

**Blue Gold Program**  
Organizational Management Training

List of Identified Problem of Polder-22

Date	Batch #	Name of WMG	Water related Problems
21-23/10/14	01	<b>Hatbari &amp; Sayedkhali</b>	<ol style="list-style-type: none"> <li>1. Water logging</li> <li>2. Net and fishing fence</li> <li>3. Siltation of channels</li> <li>4. Sluice gate out of order</li> <li>5. Inactive of gate committee</li> <li>6. Salt water</li> <li>7. High &amp; low land</li> <li>8. Fishing barrier</li> </ol>
25-27/10/14	02	<b>Senerber &amp; Darunmallik</b>	<ol style="list-style-type: none"> <li>1. Water Hyacinth</li> <li>2. Sluice gate Out of order of</li> <li>3. Shortage of culvert</li> <li>4. Crisis of drinking water</li> <li>5. Siltation of canal</li> <li>6. High and low land.</li> <li>7. Coverless of sluice gate</li> <li>8. Net and Fishing fence</li> <li>9. Earth barrier in canal</li> </ol>
28-30/10/14	03	<b>Bigordana &amp; Fulbari</b>	<ol style="list-style-type: none"> <li>1. Siltation of canal</li> <li>2. High and low land.</li> <li>3. Inactive of Gate Committee</li> <li>4. Net and fishing fence</li> <li>5. Damaged culvert</li> <li>6. Salt water</li> <li>7. Fishing barrier</li> <li>8. Water Hyacinth</li> </ol>
04-06/11/14	04	<b>Telikhali &amp; Noai</b>	<ol style="list-style-type: none"> <li>1. Water Logging</li> <li>1. Sluice gate damaged</li> <li>2. Occupation of canal and its misuse</li> <li>3. Damage in different points of embankment</li> <li>4. Siltation of canal</li> <li>5. crisis of drinking water</li> <li>6. Shortage of inlet/outlet</li> <li>7. Inactive Gate Committee</li> </ol>
08-10/11/14	05		<ol style="list-style-type: none"> <li>1. No gateman/gate operator</li> <li>2. Siltation of canal</li> </ol>



		<b>Durgapur &amp; Gopipagla</b>	<ol style="list-style-type: none"> <li>3. Political influence in gate operation</li> <li>4. Net and fishing fence</li> <li>5. High &amp; low land</li> <li>6. Coverless of sluice gate</li> <li>7. Fishing barrier</li> <li>8. Shortages of culvert</li> </ol>
29-01/12/14	06	<b>Kalinagor &amp; Horinkhola</b>	<ol style="list-style-type: none"> <li>1. Earth rising of front &amp; back side of gate</li> <li>2. Inactive of gate committee</li> <li>3. Water Logging</li> <li>4. Salt water</li> <li>5. Coverless of sluice gate</li> <li>6. Gate operating by</li> <li>7. Political influence.</li> <li>8. High &amp; low land</li> <li>9. Occupation of canal and its misuse.</li> <li>10. Net and fishing fence.</li> </ol>

## WMG wise Action Plan Polder-22

### 1. Hatbari WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 10 members in WMG	Executive committee	Ongoing by June 2015	WMG
2.	Loan distribution for 02 swing machine and 02 van	Loan operating committee	May 2015	WMG
3.	Organize rally to reduce child marriage (01 rally)	Executive committee	May 2015	WMG & UP
4.	Participation of UP coordination meeting	Executive committee	May 2015	WMG & UP

### 2. Sayedkhali WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 20 WMG members	Executive committee	May 2015	WMG
2.	Re-digging the canal (Manik khali to WAPDA outlet)	Executive committee	May 2015	WMG/ BWDB
3.	Ensure safe water & sanitation	Executive committee	February/2015	WMG & UP
4.	Reduce early marriage through motivating the people	Executive committee	May 2015	WMG & UP
5.	Participation of UP coordination meeting	Executive committee	May 2015	WMG & UP

### 3. Senerber WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 4-5 members in WMG	Executive committee	May 2015	WMG
2.	Increasing of savings 10%	Executive committee	May 2015	WMG
3.	Ensure safe water & sanitation	Executive committee	January/15	WMG & UP
4.	Repairing a cover of culvert	Executive committee	Dec 2015	WMG & UP
5.	Participate to UP coordination meeting	Executive committee	On going	WMG & UP

#### 4. Darun Mollik WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 22 members in WMG	Executive committee	May 2015	WMG
2.	Repairing Cover of Sluice gate	Gate operating committee	April 2015	WMG & UP
3.	Digging canal for keeping water flow	All members of WMG	May 2015	WMG & UP
4.	Operating IGA 02 Swing machine	Executive committee	March 2015	WMG & UP
5.	Participation of UP coordination meeting	Executive committee	Regular	WMG & UP

#### 5. Bigordana WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 10 members in WMG	Executive committee	April 2015	WMG
2.	Digging pond (Paschim boro Pukur of Bigordana)	All members of WMG	April 2015	WMG & UP
3.	20% increase of savings	All members of WMG	May 2015	WMG & UP
4.	Organize to reduce of child marriage (02 meetings)	Executive Committee	June 2015	WMG & UP

#### 6. Fulbary WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 20 members in WMG	Executive committee	June 2015	--
2.	Increase of 20% savings	Savings operating committee	June 2015	WMG
3.	Organize 2 meetings to reduce of early marriage	Executive committee	April 2015	WMG & UP
4.	Organize 2 meetings to ensure safe water & sanitation	Executive committee	June 202015	WMG & UP

## 7. Telikhali WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 20 WMG members	Executive committee	May 2015	WMG
2.	Increase of savings (5%)	Savings operating committee	June 2015	WMG
3.	Organize 3 meetings to reduce of child marriage	Executive committee	April 2015	WMG & UP

## 8. Noai WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 25 members in WMG	Executive committee	May 2015	WMG
2.	Monthly savings 20% increase	Executive committee	May 2015	WMG
3.	Application for outlet established (Besides Shohidul Shorder home/ Land)	Executive committee	April/15	WMG, BWDB & UP
4.	Organize 2 meeting and rally to reduce of early marriage	Executive committee	April/2015	WMG & UP
5.	Lease 02 km space for tree plantation.	Executive committee	April/2015	BWDB & UP

## 9. Durgapur WMG

No	Activities	Responsibilities	Time line	Need support
1.	Embankment repairing (East side of Amtola canal from Shosanko Mondol's House/land)	Executive committee	Feb, 2015	WMG/UP/Blue Gold
2.	Canal repairing	Executive committee	April, 2015	WMG
3.	Increasing of 5 members in WMG	Executive committee	April, 2015	WMG
4.	Organize 2 meeting and rally to reduce early marriage	Executive committee	April 2015	WMG & UP

## 10. Gopipagla WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 10 members in WMG	Executive committee	May 2015	WMG
2.	Increase 10% monthly savings	Executive committee	May 2015	WMG
3.	Organize 2 meeting to ensure 100% attendance of Primary School Student	Executive committee	April 2015	WMG /BWDB UP
4.	Organize 2 meeting and rally to reduce of child marriage	Executive committee	April 2015	WMG & UP
5.	Vegetable cultivation 120 family of WMG	Executive committee	April 2015	WMG & DAE

## 11. Harinkhola WMG

No	Activities	Responsibilities	Time line	Need support
1.	Increasing of 40 members in WMG	Executive committee	June 2015	WMG
2.	Increase 20% monthly savings	Executive committee	May 2015	WMG
3.	Organize 01 meeting to reduce violence of women	Executive committee	April 2015	WMG
4.	Organize 2 meeting and rally to reduce child marriage	Executive committee	April 2015	WMG & UP
5.	Organize meeting for outlet repairing	Executive committee	April 2015	WMG/BWDB,

## 12. Kalinagor

SI #	Activities	Responsibilities	Time line	Need support
1.	Increasing of 5 members in WMG	Executive committee	June 2015	WMG
2.	25% monthly savings increase	Executive committee	May 2015	WMG
3.	Application for inlet re-installing	Executive committee	April 2015	WMG /BWDB
4.	Organize 02 meeting and rally to reduce child marriage	Executive committee	April 2015	WMG & UP

## Blue Gold Program Organizational Management Training

### Pre- Post Test Result Sheet

Union: Deloti

Upazila: Paikgacha

Polder # 22

#### 1. Noai WMG

Sl#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Ahadul Shikary	Elite Person	74	95	21
2	Ziaur Rahman	Executive Member (Fishery)	82	87	15
3	Dipty Chakraborty	UP Member	70	95	25
4	Krishna kabiraj	Executive Member	49	95	46
5	Haider Gazi	Elite person	75	95	20
6	Md Hamjarul Gazi	Cashier	79	89	10
7	Birendranath Mallik	Elite Person	81	97	16
8	Siraj Shek	Joint Secretary	35	59	14
9	Sabina Begum	Executive Member	28	52	24
10	Jolil Shikary	Executive Member	74	94	20
11	Rashida	Elite person	25	50	25
12	Shahnaj Begum	Executive Member	63	86	23
13	Md Nasir uddin	Elite Person	71	89	24
14	Tarun kanty sarkar	Executive Member	79	95	16
15	Achinto mondol	Executive Member	72	85	13
16	Bodiar Raman	Secretary	70	90	10
17	Siboprosad sarkar	Chairman (Bigardana WMG)	85	87	10
18	Muklesuddin	Executive Member	76	83	7
19	Nurjahan	Executive Member (VGD)	0	58	58
20	S M Zahiruddin	WMG-Chairman	82	92	10
	Total		1270	1673	403
	Average		63	83	22

Grade C (1-30) = 00,

Grade B (31-60) = 04,

Grade A (above 60) =16

## 2. Telikhali WMG

Sl#	Name of Participant	Designation	Pre Test	Post Test	Difference
1	Haider Gazi	Executive Member (L.less)	57	93	44
2	Anjuara Begum	Elite person	45	86	41
3	Konika Golder	Elite Person	60	76	16
4	Atabur Gazi	Executive Member (Fishery)	13	87	74
5	Anar ali	Elite person	24	29	05
6	Paritosh Mallik	Elite Person	38	58	20
7	Sufol Mollik	Executive Member	52	82	30
8	Mahadeb Golder	Executive Member	31	98	57
9	Mahabubur Rahman	Vice Chairman	74	94	20
10	Akherun begom	Executive Member	37	59	22
11	Bitika golder	Secretary	71	92	21
12	Probati mondol	Executive Member (VGD)	49	95	46
13	Deboprosad	Elite person	54	74	20
14	Sufola Mollik	Executive Member	22	55	30
15	Aongshupati mollik	Cashier	74	84	10
16	Nirod bihary Mallik	WMG-Chairman	82	98	16
	Total		733	1254	521
	Evg.		46	78	32

**Grade C (1-30) = 1, Grade B (31-60) = 03, Grade A (above 60) =12**

## 3. Senerber WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Prodip kumar Roy	WMG Chairman	39	80	41
2	Topoti Mondol	Vice Chairman	73	97	24
3	Ashok Benarjya	Secretary	79	85	6
4	Debola ghos	Join Secretary	71	97	26
5	Birinchi Roy	Cashier	69	89	20
6	Anamika Ghos	Executive Member	57	84	27
7	Nomita Ghos	Executive Member	38	58	20
8	Sonkor Podder	Elite person	26	52	26
9	Shipra kowali	Elite person	50	79	29
10	Anup Ghos	Elite person	38	59	21
11	Dilip kumar Ghos	Executive Member	61	88	27
12	Shibani Ghos	Elite person	59	87	28
13	Sorola	Ex Member (VGD)	53	94	41
14	Komoles Ghos	Elite person	41	89	48
15	Anil Krishno	Ex Member (Landless)	51	97	46
16	Shek Taiobur Rahman	WMG Chairman(S khali)	26	57	31
17	Supada mondol	Executive Member(Fishery)	74	97	23
18	Shek Muhamad	Elite person	22	52	30
	Total		927	1441	514
	Average		51	80	29

**Grade C (1-30) = 00, Grade B (31-60) = 05, Grade A (above 60) =13**

#### 4. Darun Mollik WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Anukul Mojumder	WMG Chairman	86	95	9
2	Srikrishno Roptan	Secretary	57	80	23
3	Dipok Adikari	Cashier	45	89	44
4	Sontush Gain	Executive Member	73	90	17
5	Rabendranath	Executive Member(L.less)	46	85	39
6	Suvadra Sarkar	Elite person	46	94	38
7	Subrato Sarkar	Elite person	56	92	36
8	Beauty mojumder	Vice Chairman	45	95	50
9	Sham Proshad	Executive Member	40	58	18
10	Nimai Mondol	Elite person	32	55	23
11	Barun Kanty Roy	Executive Member	56	95	39
12	Lipika Sarkar	Excutive Member (VGD)	45	83	38
13	Krishnendu Shil	Elite person	52	92	40
14	Tripti Mondol	Join secretary	41	95	54
15	Shoshi Bushon Roy	Executive Member Fishery)	40	95	55
16	Monodir mondol	Elite person	35	57	22
17	Nittanondo sarkar	Executive Member	34	59	49
18	Rina mondol	Elite person	32	53	21
	Total		892	1462	570
	Average		49	81	35

**Grade C (1-30) = 00,                      Grade B (31-60) = 05,                      Grade A (above 60) =13**

#### 5. Gopi pagla WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Kalipada Roy	WMG Chairman	6	45	39
2	Rabindranath	Secretary	39	92	53
3	Subash Roy	Cashier	53	91	38
4	Gurudas Roy	Executive Member	60	92	32
5	Bidan Chandra Roy	Executive Member(L.less)	12	52	40
6	Provati Roy	Executive Member(VGD)	62	95	33
7	Bijy Krishno	Executive Member(Fishery)	26	57	31
8	Amrit Sarder	Elite Person	37	80	43
9	Bishojit Roy	Executive Member	45	89	44
10	Sujata Roy	Executive Member	31	53	22
11	Kolpana sarder	Vice Chairman	60	97	37
12	Rekha Gulder	Executive Member	30	78	48
13	Nirmola Roy	Elite Person	32	85	53
14	Kakoli Roy	Elite Person	40	87	47
15	Pritish Roy	Elite Person	69	97	28
16	Sujata Roy	Executive Member	40	91	50
17	Bishojit Jodder	Executive Member	64	88	24
18	Haridas Roy	Executive Member	65	94	29
19	Prohallad sarder	Executive Member	36	79	43
	Total		807	1447	640
	Average		42	76	34

**Grade C (1-30) = 00,                      Grade B (31-60) = 04,                      Grade A (above 60) =15**



## 6. Durgapur WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Amullya krishno mondol	WMG-Chairman	77	97	20
2	Shisir sarker	Secretary	66	97	31
3	Dipok Mondol	Cashier	66	89	23
4	Luki Mondol	Join Secretary	49	80	31
5	Tarun mondol	Executive Member(L.less)	54	90	36
6	Gopal sarker	Elite person	23	55	32
7	Ashok mondol	Executive Member	46	84	38
8	Gopal sarker	Executive Member	48	92	44
9	Mery Sarder	Elite Person	64	95	31
10	Narayon Mondol	Elite person	43	90	47
11	Bikash tikader	Executive Member(Fishery)	46	85	39
12	Krishnopada mondol	Executive Member	28	52	24
13	Kajol mondol	ElitePerson	38	58	20
14	Bishojit Mondol	Elite person	70	94	24
15	Narayan Mandol	Elite person	24	55	31
16	Aruna sarder	Vice Chairmen	65	90	25
17	Sobita Tikader	Executive Member(VGD)	52	87	35
18	Manoranjon Mondol	Executive Member	7	45	38
19	Bijly Golder	Executive Member	32	59	27
	Total		898	1400	502
	Average		47	73	26

**Grade C (1-30) = 00,                      Grade B (31-60) = 06,                      Grade A (above 60) =13**

## 7. Fulbari WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Proshanto bishwas	WMG-Chairman	65	90	25
2	Monimohon Bishwas	Cashier	65	90	25
3	Chitoronjon halder	Executive Member	54	91	37
4	Sukumar Tikadar	Executive Member(L.less)	71	98	18
5	Sonsita mondol	Executive Member	69	90	21
6	Lipika jodder	Elite person	63	85	22
7	DebiTikader	Exe Member(Fishery)	36	82	46
8	Tulu Bishwas	Executive Member	35	69	34
9	Sushila Roy	Executive Member(VGD)	21	55	34
10	Promoth Roy	Join Secretary	52	77	35
11	Ashok Tikadar	Vice Chairman	24	58	34
12	Paritush Bishwas	Elite person	52	77	25
13	Anukul mondol	Exe Member	28	88	64
14	Tapos haldar	Elite person	77	92	25
15	Ronjit mondol	Secretary	72	85	13
16	Ruidas Bishwas	Elite person	29	59	30
	Total		813	1286	473
	Average		50	80	30

**Grade C (1-30) = 00,                      Grade B (31-60) = 03,                      Grade A (above 60) =13**

### 8. Bigordana WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Rekha mollik	Executive Member	50	86	36
2	Kabita Bairagi	Join secretary	51	86	35
3	Sondha mondol	Elite person	33	70	37
4	Dipali Sarder	Executive Member	47	62	15
5	Halima Khatun	Exe Member(VGD)	24	54	30
6	Mukul Sarder	Elite person	31	79	48
7	Mahadeb Bairagi	Cashier	21	58	37
8	Sudir kumar Mondol	Executive Member(L.less)	44	83	39
9	Somoshresh Roy	Elite person	43	86	43
10	Joyanti rani mondol	Elite person	69	83	14
11	Amio sardar	Elite person	67	79	12
12	Mushwomi Roy	Executive Member	55	88	33
	Total		535	914	379
			44	76	32

**Grade C (1-30) = 00,      Grade B (31-60) = 02,      Grade A (above 60) =10**

### 9. Hatbari WMG

SL#	Name of participant	Designation	Pre Test	Post Test	Difference
1	Ronjita Mondol	Executive Member(VGD)	54	84	30
2	Amio Sorder	WMG-Chairman	48	92	44
3	Ardendu Shekhor Roy	Secretary	24	54	30
4	Topon Jodder	Elite person	67	94	27
5	Nomita Rani	Elite person	21	53	32
6	Purnendu judder	Executive Member(Fishery)	44	88	44
7	Mukundu Judder	Executive Member(L.less)	42	92	50
8	Robindranath Roy	join Secretary	45	87	42
9	Robindo Nath Roy	Vice chairman	34	78	44
10	Srirum Sardar	Executive Member	56	76	26
11	Supada kumar Roy	Up member	43	89	46
12	Jorna dali	Executive Member	55	88	33
13	Jorna Shil	Elite person	9	45	36
14	Bijli Roy	Executive Member	68	88	20
15	Ashim Roy	Cashier	24	59	35
16	Sukumar Roy	Elite person	38	92	54
	Total		672	1259	587
	Average		42	78	36

**Grade C (1-30) = 00,      Grade B (31-60) = 04,      Grade A (above 60) =12**

### 10. Sayedkhali WMG

SL#	Name of Participant	Designation	Pre Test	Post Test	Difference
1	Afjal Hossain	Executive Member	65	90	25
2	Amio Ranjon Sarder	Up Member	80	90	10
3	Ab majid Bishwas	Vice Chairman	84	91	7
4	Shohidul Islam	Executive Member	71	98	18
5	Mostofa Shek	Elite person	69	90	21
6	Amoresh Sardar	Cashier	63	85	22
7	Jainob Beghom	Elite person	30	52	22
8	Md Mahafujur Rahman	Secretary	35	69	34
9	Kadombini Chakraborty	Elite person	21	56	35
10	Tarola Rani Roy	Executive Member	52	77	35
11	Lochon Sarkar	Executive Member	40	86	46
12	Rina Mondol	Executive Member	52	77	25
	Total		662	961	299
			55	80	25

**Grade C (1-30) = 00,**

**Grade B (31-60) = 02,**

**Grade A (above 60) =10**

### 11. Kalinagor WMG

SL#	Name of Participant	Designation	Pre Test	Post Test	Difference
1	Probir Gain	Join Secretary	54	88	34
2	Shikha Golder	Exetive member(landless)	48	92	44
3	Josna kabiraj	Executive member(VGD)	24	57	33
4	Bijoy Mondol	Executive member	67	94	27
5	Somores Ghos	Executive member	25	56	31
6	Topon Ghos	Elite Person	44	88	44
7	Chonchol Mondol	Executive Member	42	92	50
8	Pulok Bowali	Elite Person	45	87	42
9	Narayan Sorder	Executive Member(Fishery)	26	59	33
10	Hira ghos	Executive member	56	76	26
11	Dilip Roy	Cashier	43	89	46
12	Dipok Roy	WMG- Chairman	55	88	33
13	Nishta Haldar	Elite Person	9	22	43
14	Tapos Bawali	Join Secretary	68	88	20
15	Sanjoy Bala	Elite Person	24	48	24
16	Eraboty Mondol	Elite Person	45	92	47
	Total		675	1294	619
	Average		42	76	34

**Grade C (1-30) = 01,**

**Grade B (31-60) = 05,**

**Grade A (above 60) =10**

## 12. Harinkhola WMG

SL#	Name of Participant	Designation	Pre Test	Post Test	Difference
1	Sushanto kumar Dali	WMG-Chairman	55	93	38
2	Kalidas Mondol	Elite person	44	86	42
3	Rita Rani Mondol	Executive Member	60	80	20
4	Suprio Mondol	Elite person	13	47	34
5	Sondhya Bacher	Executive Member(landless)	24	29	05
6	Monoara Begom	Vice Chairman	38	89	49
7	Shekhor Roy	Elite person	55	82	37
8	Sulota Roy	Executive Member(VGD)	31	46	15
9	Deb Mohon Roy	Executive Member(Landless)	74	94	20
10	Tilokesh Mondol	Exe Member	67	86	19
11	Ronodir Mondol	Up Member	72	92	20
12	Rekha Mondol	Elite person	49	75	36
13	Nipa Rani Mondol	Elite Person	54	75	21
14	Kalam Morol	Exe Member	75	85	10
15	Sulekha Sarkar	Exe Member	74	84	10
16	Basudev Kabiraj	Secretary	82	86	16
17	Hafijur Rahman	Up Member	24	87	63
18	Chonchola roy	UP Member	-	-	-
19	Samor kanty halder	Up chairman	-	-	-
	Total		891		1316
	Average		46		69

**Grade C (1-30) = 1,                      Grade B (31-60) = 02,                      Grade A (above 60) =14**

Prepared by: Nripendra Chandra Das, Training Team Member

## Blue Gold Program

### List of Training Resource Group (TRG)




Polder 22, Paikgacha, Khulna

Sl #	Name	Name Of WMG	Education	Cell #	Remarks
1	Achinta Kumer Mondal	Bigardana WMG	HSC	01721-331297	
2	Mousumee Roy	„	Class-ix	01943-516951	
3	Shib Prosad Sarker	„	DHMS	01736-560759	
4	Rekha Mollik	„	Class-ix	01962-697532	
5	Birendra Nath Mollik	„	HSC	01715-849877	
6	Krishna Rani	„	SSC	01748-991835	
7	Md. Afzal Hossain	Sayedkhali WMG	SSC	01923-938724	
8	Shaikh Shahidul Islam	„	HSC	01964-578036	
9	Lochon Sarker	„	HSC	01932-268498	
10	Rina Mondal	Hatbari WMG	SSC	01933-426219	
11	Asim Kumer Roy	„	HSC	01929-731759	
12	Nomita Zodder	„	Class-viii	01919-899364	
13	Meri Rani Sarder	Durgapur WMG	BSS	01745-647842	
14	Shishir Sarker	„	HSC	01719-137012	
15	Narayan Momdol	„	BA	01923-181536	
16	Prabir Gain	Kalinagar WMG	SSC	01724-114732	
17	Nishita Halder	„	Class-viii	01910-663067	
18	Dipak Kumer Roy	„	SSC	01757-496466	
19	Tapos Bowali	„	HSC	01748-959427	
20	Ronzit Kumer Mondal	Fulbari WMG	Class-ix	01930-342324	
21	Bishwajit Zodder	„	Class-ix	01718-286239	
22	Topoti Rani Mondal	Senerber WMG	Class-x	01931-881236	
23	Bishawjit Roy	Gopipagla WMG	SSC	01724-353144	
24	Angshupati Mollik	Telikhali WMG	BA (Hon)	01719-777680	
25	Monoara Begum	Horinkhola WMG	Class-viii	01760-666238	
26	Basudeb Kabiraj	„	HSC	01735-370839	
27	Polash Roy	„	SSC	01714-571273	
28	Sandha Basar	„	SSC		
29	Rekha Rani Mondol	„	Class-x	01735-370839	
30	Rita Rani Mondal	„	Class-ix		
31	Nipa Mondol	„	Class-ix	01767-901487	
32	Md. Jolil Uddin Shikary	Noai WMG	Class-viii	01725-305965	
33	Md. Bodiar Rahman	„	Class-x		Problem
34	Jesmin Akter	„	Class-viii		problem
35	Hamjarul Islam Gazi	„	Class-ix	01749-216017	
36	Md. Siraz Shaikh	„	Class-viii	01981-687335	
37	Ziaur Rahman Shaikh	„	Fazil	01719-838534	
38	Monojit Mondal	Darun Mollik WMG	M A	01721-686297	

(MOOD METER)

# মূল্যায়ন

(Training Evaluation)

মূল্যায়নের বিষয় (Subject of Evaluation)	 ভাল (Good)	 মোটামুটি (Fair)	 দুর্বল (Poor)
প্রশিক্ষনের বিষয় (Subject of Training)	১০০% (100%)		
প্রশিক্ষণ পদ্ধতি ও কৌশল (Training Methods & Techniques)	৯৬% (96%)	৪% (4%)	
প্রশিক্ষকগণের দক্ষতা ও কৌশল (Knowledge and skills of Trainers)	৯৫% (95%)	৫% (5%)	
প্রশিক্ষণ পরিবেশ, খাওয়া-দাওয়া (Training Environment, Food & other arrangement)	৮৮% (88%)	১২% (12%)	
প্রশিক্ষণ কোর্সের গ্রহণযোগ্যতা (কতটুকু কাজে লাগবে) (Applicability of the learning)	৯৩% (93%)	৭% (7%)	