

Brief Note on ToF Course for Community Development Facilitators

Irrigation Extension Training Center, BWDB, Baradi, Kushtia

Date: 20-22 February'2018

Introduction:

The first batch of ToF course on Capacity Enhancement for the Community Development Facilitators was successfully completed on 22 February'2018 which was started on 20 February'2018 at Irrigation Extension Training Center, BWDB, Baradi, Kushtia. Total 24 CDF from 8 phasing-out polders of Patuakhali and Khulna Zone, Two Resources Farmers, One Extension Overseer of BWDB from Khulna and One Extension Officer from Office of DCEO, BWDB, Kushtia participated in this three days training courses.



The Training Course:



All the participants reported at the training center on 19 February'2018 by 3.00 PM and the ToF course formally inaugurated by the Principal of the Training Center at 9.00 AM on 20 February'2018.

The course was started with the sharing of the success story of each polder by the polder team members. After that critically analyzed the success story (best 03 success story) and participants identified the major activities were performed by respective WMGs to make success, the indicator of self-evolving / self-organized (Functional) WMOs and role of CDF to the cycle of capacity building of functional WMOs.

In the second day the participants were identified 8 problems from 8 phase-out polder which are potential constraints for functional WMOs and then they analyzed & find out the root causes of the problems and possible solution and intervention.

And finally the community development facilitators (CDFs) demonstrated their skill to facilitate the identified intervention to address the problems of non-functional WMOs in three groups on three specific issues i.e. Awareness Building among WMGs members on organizational functions, Partnership development for silt cleaning, and Conflict Resolution in between WMG & Local Influential People on



getting the position of sluice gate operation.

After each demonstration the participants evaluated the options to address specific problems, their skill to facilitate functional WMOs i.e. their analysis capacity, capacity to address problem, their questioning ability, interaction capacity, presentation skills and their level of understanding of self-evolving WMOs. This reflection session helped the participants to identify the improvement areas of CDFs and also made them confidence to facilitate functional WMOs.

In this whole process of three days courses the resources persons, zonal coordinators and other observers only provide time to time input, made necessary correction and support them to understand and facilitate self-evolving/self-organized WMOs.

On 22 February' 2018 at the evening the three days hectic schedule came to an end with a short cultural event. The Project Coordinating Director and Deputy Team Leader have given their valuable suggestions which make the training more effective.

Major Observation and Recommendation:

- The whole courses conducted based on the experience of the CDFs, so they feel comfortable and could easily relate to the required skill and areas of improvement towards functional WMOs.



- As CDFs from both zone i.e. Khulna and Patuakhali

came, so it's created an opportunities to share their experiences, challenges of different situations and also learned new thing from their pear colleagues and other polder/zone experiences.

- From the whole process we need to re-think about the duration of the training for giving more scope to the CDF to analyze problems and practice more on different skills required for WMG capacity building.

*BGP Training Team
Feb 25, 2018*

Blue Gold Program

Training of Facilitator (ToF)

On Refocusing WMG Capacity Building for CDF

BWDB Training Institute, Boradi, Kushti

Date: Feb 20-23, 2018

Feb 20, 2018 (Tuesday)

Time	Content/sub-content	Methods	Facilitator
09.00-09.45	1. Course opening <ul style="list-style-type: none"> ▪ Welcome and introduction ▪ Expectation from participants ▪ Pre-Test 	Game and large group discussion	PCD, BWDB, Dr. Rahmat, Alamgir Chy, DTL, BGP
09.45-10.30	2. Objective of the training course <ul style="list-style-type: none"> ▪ Background of the Training ▪ Review of participants experience and understanding ▪ Objectives and agenda of training 	VIPP Large Group Discussion	Kashem, TCL and DTL, BGP
10.30-10.45	Refreshment break		
10.30-11.30	3. WMG as self-evolving organization <ul style="list-style-type: none"> ▪ Understanding on self-evolving organization (principle, functions and characteristics) ▪ How to assess WMG capacity in relation self-evolving organization ▪ Roles and functions of Polder Teams (specially CDF roles) 	Case Study, Experience Sharing and VIPP	DTL, TCL, BGP
11.30-13.00	4. Understanding and analysis Community People <ul style="list-style-type: none"> ▪ Understanding on community people, learning interest, attitude and behaviors ▪ Understanding on Adult Characteristics in Learning Situation ▪ Requirements of adult participants in learning situation 	Simulation Game, Analysis and Experience Sharing	Atik & TCL, BGP
13.00-14.00	Lunch and prayer break		
14.00-15.00	5. Facilitation Process and Techniques <ul style="list-style-type: none"> ▪ Speech, lecture, presentation and facilitation - characteristics, 	Demonstration Analysis,	Nripendra, TC & TCL, BGP

Time	Content/sub-content	Methods	Facilitator
	benefits and application <ul style="list-style-type: none"> Facilitation - characteristics, required skills and behaviors of a facilitators in WMG Capacity Building process 	Demonstration	
15.00-16.00	6. Experiential Learning Approaches <ul style="list-style-type: none"> Experiential Learning Approach and roles of a facilitator Role of a facilitators in experiential learning approach/process Sharing experiences on success stories/best practices in BGP – link experiential learning approaches 	Role Playing, Experience Sharing, VIPP and Q&A	TC, TCL, BGP
16.00-17.00	Review and day closing		

Feb 21, 2018 (Wednesday)

Time	Content/sub-content	Methods	Facilitator
09.00-09.30	Recapitulation of last day session	Game	Selected Participants
09.30-10.30	7. Communication process in Community Mobilization <ul style="list-style-type: none"> Understanding on requirements of effective communication in community mobilization process Importance of receiving and giving feedback in communication Required key skills in giving and receiving feedbacks 	Game, Role Playing and Practice on giving & receiving feedbacks.	Atik & Nripendra, BGP
10.30-10.45	Refreshment break		
10.45-13.00	8. Learner Centered Training Methods <ul style="list-style-type: none"> Concept and understanding of Training Methods and Techniques. Overview on Training Methods and Techniques How to select appropriate training methods Practice on learner centered training methods 	Small Group Discussion, Demonstration & Individual Exercise	Atik and Kashem, BGP

Time	Content/sub-content	Methods	Facilitator
13.00-14.00	Lunch and prayer break		
Practice and demonstration on Issue based session – review facilitation techniques			
14.00-15.30	9. Practice & Demonstration on selected issues/message Prepare plan/session on: <ul style="list-style-type: none"> a. Internal Polder/Catchment Water Management (IPWM/CAWM) b. Horizontal Learning (HL) c. Collective Actions (CA) ▪ Review of facilitation techniques (steps, process techniques of questions & listening, moderation, coordination, integration etc) 	Case on Success Story/Best Practices, Experience Sharing, VDO, Demonstration and Q&A	Participants, Selected Success Farmer, Shorab Hossain and Matior, BGP
15.30-15.45	Refreshment break		
15.45-16.30	Continuation of practice and demonstration session		
16.30-17.00	Review and day closing		

Feb 21, 2018 (Thursday)

Time	Content/sub-content	Methods	Facilitator
09.00-09.30	Recapitulation of last day session		Participants
09.30-10.30	Practice & Demonstration on selected issues/message <ul style="list-style-type: none"> a. Agriculture is a Business b. Networking & Linkage Development etc. ▪ Review of facilitation techniques (steps, process techniques of questions & listening, moderation, coordination, integration etc.) 	Case on Success Story/Best Practices, Experience Sharing, VDO, Demonstration and Q&A	Participants, Selected Success Farmer, Shorab Hossain and Matior, BGP
10.30-10.45	Refreshment break		
10.45-13.00	Continuation of practice and		

	demonstration session		
13.00-14.00	Lunch and prayers break		
14.00-15.30	10. How to make a presentation effective and winner <ul style="list-style-type: none"> ▪ How to make a discussion session effective and interesting ▪ Practice on Non-verbal communication to make the presentation interesting and effective ▪ Use of Humor, Co-curriculum activity, Game for Group-Dynamics ▪ Evaluate self-presentation/facilitation (self-feedback) 	Demonstration, VDO, Q&A and Large Group Discussion	Kashem
15.30-15.45	Continuation of last session		
15.45-17.00	Exercise on techniques to analysis WMG capacity, identify intervention and prepare action plan		
15.45-17.00	11. Review and Closing of TOF Course <ul style="list-style-type: none"> ▪ Review of ToF Course ▪ Post Test ▪ Course Evaluation 	Individual Exercise, VIPP and Quiz	Atik and Nripendra
19.00-20.30	<ul style="list-style-type: none"> ▪ Certificate Distribution ▪ Cultural events ▪ Closing ToF course followed by Improved Dinner 		TL, BGP & Kashem

Note:

1. Participants will check-in to the venue on 19th and check out on 23rd February 2018.
2. This is a residential training so there will be evening session and homework.
3. In practical situation in the field, the CDF will assess the WMG needs/identify WMG improvement issues considering self-evolving organization. And based on that the TC/PC will supply necessary materials/information and coach them as required.

Blue Gold Program

ToF Course for CDFs

Venue: Irrigation Extension Training Center, BWDB, Kushtia

Date: 20-22 February'2018

Name of Participants

#	Name	Designation	Zone/Office	Polder
1	Sujan Kumer Halder	Extension Overseer	Office of DCEO, BWDB, Jessore	
2	Md. Nasir Uddin	Co-Co CDF	Patuakhali	P-43/2D
3	Seuly Akter	CDF	Patuakhali	P-43/2D
4	Babul Robidas	CDF (OCWM)	Patuakhali	P-43/2D
5	Milon Rani Dutta	Co-Co CDF	Patuakhali	P-43/2F
6	Achintya Kumar Dey	CDF (OCWM)	Patuakhali	P-43/2F
7	Md. Mazedul Islam	Co-Co CDF	Patuakhali	P-43/1A
8	Sonjoy Chowdhury	CDF (OCWM)	Patuakhali	P-43/1A
9	Mamunur Rashid	CDF (OCWM)	Patuakhali	P-43/2E
10	Amal Krishna Ray	CDF (CAWM)	Patuakhali	P-43/2D
11	Md. Al Amin Sikder	CDF (O&M)	Patuakhali	P-43 2D
12	Md. Abu Jafor	Co- Co-CDF	Khulna	P-26
13	Jyotsna Khatun	CDF	Khulna	P-26
14	Md. Uzzal Hossain	Co- Co-CDF	Khulna	P-30
15	Rashida Akter Moyna	CDF	Khulna	P-30
16	Jesmin Nahar	CDF	Khulna	P-30
17	Md. Masud Khan	CDF (OCWM)	Khulna	P-30
18	Md. Omar Faruq	Co- Co-CDF	Khulna	P-22
19	Chandan Sarkar	CDF	Khulna	P-22
20	Ramesh Chandra Sarker	CDF (OCWM)	Khulna	P-22
21	Gostha Bihari Mondal	Co-Co CDF	Khulna	P-29
22	Kumaresh Chandra Dam	CDF	Khulna	P-29
23	Md. Abdul Hamid	CDF (OCWM)	Khulna	P-29
24	Md. Mottalab Mia	CDF	Khulna	P-29
25	Md. Al -Amin	CDF (O&M)	Khulna	P-29

