

Under the programme of Responsible partner and caring father

**3 days Training Programme of Animators and Facilitators on Communication,
Leadership Development, Advocacy and Documentation**

(Third Phase)

Date: 28 & 30 December 2016

Place: Saptarishi Sewa Kendra, Ranchi

Training Report



Organiser

Centre for Health and Social Justice (CHSJ) New Delhi

Supported by-

OAK Foundation

Background-

With the support of OAK foundation, CHSJ is working in 3 districts namely, Ranchi, Gumla, Bokaro and 30 villages of Jharkhand. In these districts, on village level, group formation of one father and one boy was done. There are 15-20 persons in a group. Animator is selected on village level to facilitate the program. Animator works for holding monthly meeting for both the groups, counseling of group members, helping them in understanding the changes taking place in the group, helping to stop violence against women and children, making relations with stake holders,. For the help of animator, mentor and facilitators are appointed from partner institutes. CHSJ conducts 3 days quarterly meeting with facilitators and animators for their capacity building.

About module-

Under the 3 phase training module of program ‘‘Responsible partner and caring father’’^ different topics like- capacity lead growth, effective communication, community based advocacy, documentation, were discussed with animators and facilitators to increase their knowledge. Various activities in this module with partner methods have been generated to increase the interest and capability of participants.

Objective-

Objective of training module of 3rd phase is as under-

- Animators and facilitators can learn about the effective communication and conduction of group
- Post training, participants should learn about types of lead, importance of partner lead, and will enhance their skills
- Participants will understand community based advocacy and its importance

Animator should play various enthusiastic games and sing songs to inspire participants.

Day 1-

Session 01& Welcome, Introduction and objective of training

CHSJ commenced the training session by welcoming animators and facilitators from 3 districts and 2 participants from Kolkata. Introduction of each participant was given where all shared about their name, hometown, their work. Then facilitator defined about the objectives and topics of 3 days training session. These are as under-

- 1- Building skills of animators on communication, knowledge on effective communication process and groups concepts
- 2- Development of leadership of partner and participation
- 3- To understand the process of change and building understanding on documentation of interventions

Session 02: Setting Expectations and basic rules

Starting second session, facilitator tried to know expectation of participants from three days training. Expectation which were shared are below mentioned &

- Knowing leadership meaning
- How to identify changes are occurring
- How to write the story of any incidents
- Women are doing lots of work, how to reduce their burden of work
- Self recognition and improving one self
- Knowing women related laws and applying them in lives to ensure rights etc

Facilitator explained, some topics are related with the last training, and we will try to recap and enhance knowledge with the help of last covered topics. To understand domestic violence and their laws, we will show a documentary next day. For other expectations, we will try to clear doubts in other different sessions. If any participant doesn't understand anything in between the session, he may ask question to clarify his doubts. Then facilitator gave some rules and responsibilities related to the training.

Session 03& Review of training of 2nd phase

Participants those who were present in phase 2 training, were asked to recall some topics which they had shared there. Following were the questions-

- What is patriarchy
- What is the base of patriarchy and how does it work?
- How does patriarchy control men and women
- What is violence and what are its forms?
- Impact of violence on men and women
- Domestic violence and laws related to it
- How to control violence and what role would men play?
- "Astitva" movie was seen
- What is group, how it is different from crowd?
- How a group in meeting can be conducted in a better way?
- What things to be kept in mind by animator while conducting a group?

Then facilitator added the left points and ended the session.

Session 04: Review of 2nd phase planning

In second phase of training, participants were asked to write about write interventions plan at individual and community level. The participants were given back their previous copies and 15 minutes were given further to write about following topics-

- What was the problem/ incident
- What were the efforts done?
- What were the challenges seen during efforts, means who said what? ¼On family level or village level- on which level approach was done)
- What was your result and action of that efforts
- How are you feeling now?



Later they submitted papers after writing their efforts. Then facilitator said, he will go through the stories and if in case, he won't understand he will ask and complete the stories.

Session 05: group conflicts and communibased motivational factors

Facilitator divided participants in 4 groups and 20 minutes were given to discuss about what problems generally they come across when they conduct any meeting or activity on village or community level. Following were the results-

- When meeting is called, group people don't feel to come
- Some people make excuse to come, but won't come.
- Some people go out of the town for work
- People don't come together in meeting, people keeps on going and coming
- Some local people comes and sits in the meeting, whom we cant ask to leave
- Some people asks for benefits for attending the meet
- People ask for tea coffee
- Some local people says that we get money and make fool of them
- There comes difficulty in telling things to some people.
- Some people acts as disturbing factors
- Those are invited, don't comes and later don't call
- People don't meet on time
- Discussion gets distrated
- Presence of people remains less

It is very much important to share knowledge in advance by people when holding any meeting or activity. If any one doesn't comes for the meeting, then team must visit his home to know about his problem and must be encouraged to join such meetings. It should be kept in mind, always conduct a meeting on such place where one can easily access and other local people should be bounded not to attend because when meeting takes places with adolescent group, boys generally don't speak up because of senior people attending the meet.

Time of meeting should be suitable for all so that all of them could attend. Certain rules and regulations should also be there which must be written in the register for record and future

reference. One must clear to others that nothing will be given in this meeting, but we will together work for the upliftment of our village which will be free from violence, and will be there to help everyone. We don't have to give any fake commitments to people, as this will demolish our rapport too and which will lead to group disruption.

Session 06: Communication and process of change

To communicate among the participants, they were made to sit in 3 equal rows. Facilitator gave written note to first person of first row, and asked him to share with the person sitting at his back and second person had to share with the same person sat to his back.

This was found that, words got changed which were shared with third last person.

- Message was not read properly
- 2nd person didn't listen properly
- Given half information to second person
- Couldn't say my words properly
- Was in hurry
- Took in fun
- Didn't hold responsibility properly
- Mind diverted
- Couldn't read properly
- There was whispering in between

This play gives moral that, one should read, listen and speak properly with full concentration so that the message should not interrupt and reach the receiver properly and to avoid further hassles.

Facilitator explained that, communication is a process where we share with person or group, on the basis of their background, so that person should perceive what actually we want to convey. Therefore, one should keep in mind; the meaning of message should not change.



Later, facilitator discussed about the various means of translation takes place in our society, which are as under-

Written letter, phone/ mobile, whatsapp, email, facebook, newspaper, Television, message, internet, radio, pamphlet, wall writing, slogans, books, plays, games etc,

Personal communication- speaking and listening

To understand personal communication skills, facilitator asked, what are the issues faced by a listener?

- Not having good voice
- Not having adaptable language

- Chaos in surrounding
- Diverted mind
- Ringing of mobile
- Going in and out everytime

To be a good listener, following points came forward after a group discussion-

- Must listen properly to other person
- should not create any disturbance
- Question only after listening whole sentence
- Put your words only after finishing with other person.
- Ask again if not understood
- Take into your personality after listening.

Discussion says, with the medium of above methods, are able to put words in front of others. That's why we must become a good listener along with speaker while sitting in any meeting or group in family or at village level. One must take feedback too of his sharing to confirm whether the other person is able to perceive what exactly the speaker wanted to convey.

Second day

Session 01: Recap of day-1

Second day, session started at 9.30 with a group song sung by Shekhar Sharnendu. Minutes of day 1 were shared along with the knowledge and moral participants had learnt. Participants were asked if they have any doubts related to last day session, they queries were resolved by the animator.

Session 02: Leadership and types of leaderships

Discussing leadership with participants, facilitators asked them to share qualities a leader has. Following points cameout after

- He should be honest
- patient
- Should not be in anger always
- intelligent and wisdom
- understand language of people
- laosnu'khy gks
- good listener
- time bounded
- social
- should take all people together
- Accepts his fault
- Should be transparent to peoples
- Capable enough to take decisions
- Should not be a lier s
- Should be respecting in natures

Discussing on above points, facilitator added, we must take these points with in our personality only then we will be able to become a good animator, and that's how will be able to help group/community and good rapport among people will be formed.

Leadership in group

For discussing leadership in group, facilitator made three situation based pictures, which are as under-

- 1- There is a car, in which a person is sitting and rest other people are pushing that car.
- 2- Everyone is sitting inside the car and one person is pushing the car.
- 3- Some people are sitting inside the car and people are pushing it turn by turn.

Facilitator explained, this situation comes in our life too. That's why blfy, usr`RodrkZ gksus ds ukrs when we are in a group, then as per third situation, we need people to help come along. Equal opportunity is given to all and weaker gets more attention. Therefore, leader should know about his group people and their contribution should be according to their potential. It is essential to be in a group with all to respect their suggestions, and asking their comments in making any decision because this is a group process.

Leadership analysis

For knowing leadership style among participants, facilitator put a picture based three situations and clarify as follows

- Leader is sitting on the chair and giving lectures, rest all people are sitting on the floor and listening him.
- Three people are sitting on chairs of them one is a leader and rests of the people are sitting in 2 groups, and all are speaking with each other.
- All people are sitting on the floor with the leader and discussing their topics.

On the basis of above three situations, turn by turn participants, facilitator clarified in following manner

1. Self Styled leadership: In this type of leadership, opportunity is not given to others to know. In this type of work gets complete on time and in results, others don't get any information.
2. Systematic leadership: based on rules and norms
3. Patriarchal leadership: male led leadership and decision are taken by man only
4. Selfproclaimd leadership: no others views are respected
5. Participatory leadership: everyone views are equal and respected

Facilitators compared and analysed leadership and credited to participatory leadership as good leadership for all

Session 03: Strategy

Participants were asked on the basis of all discussions which had taken place, what changes do they want to see in themselves? They were asked to make plan on following points- For better and effective communication among group, what changes would you make in yourselves

For promoting participatory, what efforts would you take in group



Session 04: Advocacy

Facilitator asked the participants, what do they understand by Advocacy? Have you ever heard this word? Answers are as under-

- Issues based advocacy
- Practicing in court
- help of others
- helping others
- taking action on any incident

Facilitator explained, advocacy is a process which is done deliberately for the good will of some group or community. This comes with an objective of to sort the problems of people and to educate people. In this too many people are connected for noble cause and for benefit of the people. When the benefit of one person is there, it is called advocacy, and is usually seen that, people forward their words with the help of an advocate.

Therefore, advocacy is a type of one organized, well thought out strategic planning whose objective is to protect rights of other community and groups and promoting human so that they can live with their rights with respect. Transparency in advocacy should be there along with gender equalit.

First and foremost important factor of advocacy is that, it is important to share the information with everyone, and that's how we can demand from government as well. Second important thing is, people's participation at every level should be there, third is positive thinking, by which rather opposing things in advocacy, one must talk about other options. Other than this, under advocacy there comes analysis of any problem, rectifications according to need, building groups and evaluating their efforts and learning new things.

Session 05: Community based advocacy

Participants were asked to play a game where they stood in a circle, so that everyone could discuss about next session with enthusiasm. About community based advocacy, facilitator explained, when we discuss about our rights, their pros and cons and try with advocacy that is called as community based advocacy. Main objective of this is to raise voice against your rights. For e.g. Right to information act was passed and regulated in India, which started in some village of Rajasthan.

Advocacy is also done to address social issues so that women and girls's rights are protected. like, celebration of important days, distribution of papers, competitions in schools and colleges, film show, rally etc.

Following are the methods can be used to change scenario in people for lkekftd advocacy-

- looking domestic violence at personal level
- willing to get boy to lead their family
- Considering women as guilt for sexual violence
- Early marriage of girls

Session 06; Types of advocacy

Facilitator said, there are different types of advocacy along with their own objectives like-

Legal advocacy & There are two types of advocacies in this type, 1st change or rectification in any existing law, 2nd to make law. With the help of law, some laws can be made by which new schemes can be launched, or asked to make some new schemes to govt. For e.g sexual harassment at work place.

Media Advocacy & facilitator explained we use different types of media, e.g print media (newspapers and magazines), electronic media (radio, TV, newchannelsl etc.) social media(facebook, twitter, blog etc). Since, media attracts people so we advocate media too, so as to increase their reach on that topic which includes speaking to media, releasing press conference, organizing media programmes, touring with media people, writing letter to editors.

Session 07: Networking/ alliance buliding

Facilitator explained, even if we are working on village level, but it is essential to take help of various institutions and organisations to advocacy on topics, and to attain good results. We do alliance at every level, whose objectives and strategies are different. Then facilitator asked about the groups and people at village level, it came out to be-

- social Group
- Environment protection group
- other institutions
- Father group
- Adolescent group
- Women group
- Farmer club
- Boys club
- Cultural group
- Lotus club
- SSC and other service providers
- Panchayat representative

Facilitator further explained, to resolve different issues at village level, we need people of same mentality and suggestions and make alliance with them.

This was also the suggestion that, we must take care and know well about the group and people before building relations with them. They may later harm the group or may share myths about groups or may not work for gender quality, sexual harassment, children rights. That's why we should be careful before allowing others to join the group.

Then, film show on Law of protection of women against domestic violence was shown and session was ended.

Third day

Session 01: Recap of 2nd day

3rd day started at 9.30am, with enthusiastic song presented by participants. 2nd day review was given by the facilitator. Queries of last day topics, were made cleared by the facilitator.

Session 02: Importance of documentation-

To understand documentation, facilitator explained, there are different types of documents, which we use on our daily life, e.g. pass book, cheque book, reaction degree, educational degree, related to plots etc. But when we talk about documents related to our work, following things can be noticed/seen-

- monthly meeting register of father and boys
- Monthly MIS of animator and facilitator
- Any monthly, quarterly activity report
- Stories of change, problems, opportunities
- Profile of village
- Monthly meeting register of animators

She/ He explained, it is necessary to make and update above mentioned information and documents so that they can be used further in enhancing knowledge.

What is the importance of documentation in this training, following points came out after discussion-?

- One can update knowledge by going through these records if updated
- Situation of group and interest of people can be read via meeting register
- Absent person can also gather information through that report
- Changes taken place time to time, can be known
- Impact of given input can be known.
- With regular documentation, it can be known that what and how much help is required



- To increase other's knowledge and to update them
- To tell others about your won work
- For identity of any person or group
- Result of our own work can be known better

Session 03: Techniques of documentation

It is must to do documentation because it is seen in every aspect of life and this helps in spreading knowledge. It can be seen as-

- Written documents- Report, stories
- Photograph of various programmes or activities
- Video, film, audiosa
- News published in newspaper
- News published in magazine
- Research report

Session 04: Identity of change

It is necessary to know the status behind, gender equality, to stop violence on women, ensuring child rights by men at village and community level. There will be some, actions and reactions on these matters and must must have to write it to document it so that any challenges, opportunities, result of change, can be known. After last 2 trainings, we have started noticing signs.

It is required for animator and facilitators to write all activities on time to time to avoid future disturbances and can identify the changes. How to write a story of change, following things were discussed-

- Introduction- (about which story is to be written) Name, Mother'/ Father's name, age, caste, education, employment, address, if member of any group?
- Family Background- Married/ Unmarried, Name of spouse and her job profile, age of children and their education
- Incident/ problem- What is the incident, when it took place(date and time), by whom you get notified about the incident
- Feedback of people(What was their reaction) from member of family, friends, relatives, any other people from village, write their name nad
- What was the followup?
- What was the result of that incident
- What was your learning as animator/ facilitatorsa
- Story writer's name and date

Principles of story writing

- For what you are writing story, should not preoccupied thoughts
- Don't share anyone's story with anyone. A
- Importance should be written for why this story is being written
- Don't add any kind of your notion in the story

Session 05: Future planning and programme evaluation

At the end of three days training programme, participants shared their change in behavior experiences and evaluation of training was done on the basis of given format.

Further shared, forth session training will commence in last week of March. Session ended after thanks giving, and group photo.

**Three days training with Animators and Facilitators
From 28 to 30 December 2016 at Saptrishi Seve Kendra, Ranchi**

Draft Training Session Plan- 3rd Phase

Main Objectives –

1. Participants will able to understand the change process and ways to change behavior
2. To Increase the skill on communication
3. To Increase understanding on leadership quality and style
4. Participants will able to document their work and achievement with quality

Materials - Flipchart, Marker, Projector, A-4 paper, Quiz list, Handouts

Sessio n	Description/Topics	Objectives	Method	Time
DAY- ONE				
1	Welcome, Introduction, Objective	Participants will able to know about each other	Individual	30 M
2	Expectation and Ground rules	To establish the expectations from participating in the Program To create the group commitment for the program.	Open discussion	30 M
3	Review of the 2 nd phase training contents	Participants will able to recall the subjects of 2 nd phase training	Quiz	90 M
4	Review of 2 nd phase training plan	Participants will share their changes, challenges & experiences	Story sharing	90M
Behavior change and Leadership development				
5	Community mobilization and Group dynamics	Participant will understand the process of community mobilization and how to reduce the group dynamics	Practice and Group discussion	90 M
6	Communication & BCC, Change process (Individual & communication in group)	Participant will understand the different way and need of communication at individual and group level	Group exercise and discussion	90 M
DAY- TWO				
1	Recap of first day	Finding out if there is any topic that needs clarifications	In pair	60 M
2	Leadership - Definition, types of leadership (Leadership analysis)	Participant will able to understand the different leadership style and own leadership	Collective and individual reflection	90 M
3	Strategy for change	Participants will make their change plan at personal/family and community level	Individuals	60 M
Advocacy & Networking				
4	Definition of advocacy, Types of advocacy	Participant will able to understand the advocacy and different types of advocacy and its importance	Lecture	60 M

5	Community advocacy	Increase the skill of community based advocacy	Role play and feed back	60 M
6	Way of advocacy	To increase basic knowledge & understanding on advocacy way	Open discussion	60 M
7	Networking/alliance building	To increase the importance & need of networking/alliance building	Lecture	60 M
DAY- THREE Documentation				
1	Recap of second day	Finding out if there is any topic that needs clarifications	Quiz and debate in two groups	60 M
2	Documentation in context of program- Documentation why	Participant will able to understand the importance of document	Lecture	60 M
3	Methods of documents: Case story, Reports, Photos, News clipping, Audio/Video	Participant will able to understand about the different types of documents that will be used in context of program and their importance to understand the change process and in advocacy	Open discussion and lecture	90 M
4	Capturing of change	Participant will able to write the story of change/challenge/ problem/tension	story writing	60 M
5	Plan of action	Participants will make their change plan at personal/family and community level	Individuals	60 M

Outputs –

1. Animator equipped with democratic decision making process
2. Animator become sensitive and responsible leaders and community advocate
3. Animators will start the writing of story of change/challenge/problems

Trainer group@Facilitator%

- 1- Jagdish Lal
- 2- Mahendra Kumar

List of participants-

S.no.	Name of participant	Institute	District
1	Jagganath Nayak	Sehyoghini	Kasmar, Bokaro
2	Praveen Kumar	Sehyoghini	Kasmar, Bokaro
3	Raamsaay Haasda	Sehyoghini	Kasmar, Bokaro
4	Kamlesh Jaisawal	Sehyoghini	Kasmar, Bokaro
5	Baldev Rajwar	Sehyoghini	Kasmar, Bokaro
6	Shekhar Sharnendu	Sehyoghini	Kasmar, Bokaro
7	Hira Lal Modi	Sehyoghini	Kasmar, Bokaro
8	Mantosh Kumar Mehto	Sehyoghini	Kasmar, Bokaro
9	Rauf Aalam	Sehyoghini	Kasmar, Bokaro
10	Lovekush Rajwar	Sehyoghini	Kasmar, Bokaro
11	Arvind Kumar Hansda	Sehyoghini	Kasmar, Bokaro
12	Kalindra Singh	Srijan foundation	Bedo, Ranchi
13	Amit Kumar	Srijan foundation	Bedo, Ranchi
14	Amit Kumar Singh	Srijan foundation	Bedo, Ranchi
15	Ravi Uraav	Srijan foundation	Bedo, Ranchi
16	Pankaj Kumar	Srijan foundation	Bedo, Ranchi
17	Ramai Dhaan	Srijan foundation	Bedo, Ranchi
18	Aaqib Mirdaha	Srijan foundation	Bedo, Ranchi
19	Somra Uraav	Srijan foundation	Bedo, Ranchi
20	Gajendra Uraav	Srijan foundation	Bedo, Ranchi
21	Omprakash Saahu	Srijan foundation	Bedo, Ranchi
22	Anwar Hussain	Srijan foundation	Bedo, Ranchi
23	Mannu Uraav	C.H.S.J.	Sisai, Gumla
24	Sandeep Uraav	C.H.S.J.	Sisai, Gumla
25	Jagdish Saahu	C.H.S.J.	Sisai, Gumla
26	Ravindra Uraav	C.H.S.J.	Sisai, Gumla

27	Suresh Lohra	C.H.S.J.	Sisai, Gumla
28	Dheeraj Kumar	C.H.S.J.	Sisai, Gumla
29	Bindeshwar Uraav	C.H.S.J.	Sisai, Gumla
30	Jagarnath Uraav	C.H.S.J.	Sisai, Gumla
31	Mahima Topo	C.H.S.J.	Sisai, Gumla
32	Buddhlal Lohra	C.H.S.J.	Sisai, Gumla
33	Lalit Karketa	C.H.S.J.	Sisai, Gumla
34	Surjit Singh Mahapatra	Parichiti	Kolkata
35	Sumit Mahata	Parichiti	Kolkata