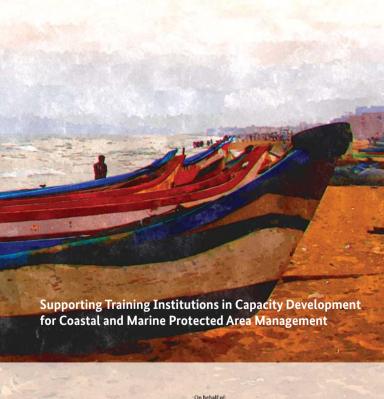
Training of Trainers

Participatory Methods of Training for Effective Content Delivery



of the Federal Republic of Germany



Indo-German Biodiversity Programme

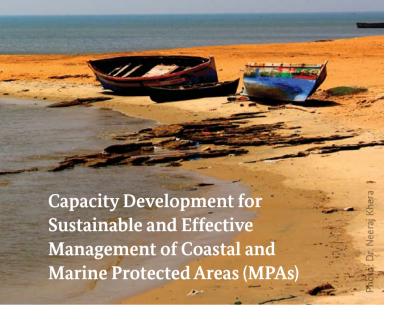
Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas (CMPA)

About the project

Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas (CMPA)

The Government of India and the Government of Germany are jointly implementing a technical cooperation project titled 'Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas' (CMPA). The project is supported by the Federal Ministry of the Environment, Nature Conservation, Building and Nuclear Safety (BMUB), Government of Germany and implemented by GIZ, India in partnership with the Ministry of Environment, Forests and Climate Change (MoEF&CC), Government of India.

The project aims at contributing to conservation of biodiversity through participatory approaches in the management of existing and potential coastal and marine protected areas in India. To support the capacity development process of stakeholders relevant to conservation and sustainable management of marine and coastal protected areas (MPAs), the first step is to engage with the trainers at the key forest training institutions at the National and State level, who have the mandate to impart training to the current and future coastal and marine protected area managers.



Capacity development is the process of developing the capacities of individuals and shaping joint learning processes such that the individuals are enabled to achieve sustainable results within their own system of reference.

Capacity development facilitates change among people, in three dimensions: knowledge, skills and values/attitudes. A combination of traditional and innovative capacity development measures is required to achieve the objective.

Contents for the 3-Day Training of Trainers:

- Create a common understanding on what and why participatory methods
- Learning cycle and different learning styles
- Role and skills of trainers and facilitators
- Training Needs Assessment- methods, approaches and examples

Why learn new participatory training methodologies?

Traditional teaching methods are widely used to transport information, facts and knowledge, but they are not always able to maximize the outcome for the participant's learning. In a participatory training, learning occurs through active involvement of the trainees and it is they who develop the answers. The participatory methods of training help the trainer in:

- Increasing the relevance of the content for the participants, because the methods enable adaptation of the content based on the feedback of participants.
 Especially when the audiences are experienced field practitioners, they bring a variety of knowledge into the classroom.
- Increasing the inclusiveness of participants, by integrating the learning needs of different audiences. Different people learn differently some need more visual stimuli, some are focused on listening and others have a more action-oriented learning style. In turn everybody can benefit from a more holistic learning experience, when different senses are stimulated.
- Increasing the sustainability of the training. The participants are encouraged to use examples that are relevant to their own work. This enables the participants to use the training methods efficiently and effectively into their sphere of work.
- Understanding group dynamics and behaviour and how to use them, group development model
- Verbal and non verbal communication
- Closing a training & giving and receiving feedback
- How to decide the right training method
- Hands-on practice session on specific participatory methods: Bus Stop, Fish Bowl, Knowledge Cafe, Role Play, Simulation method, Online games and simulations, case study method, interactive lectures.

Methodology and Approach of the Training of Trainers

The training will focus on basic skills for participatory training and facilitation such as planning and training needs assessment, verbal and non verbal communication skills, group dynamics and basics of facilitation, introductions and icebreaking.

Selected participatory methods will be included for practical exercises and hands-on work. Participants will be provided with handouts and a Trainer's manual for their practice and use post-ToT.

Overall, the ToT will focus on experiential learning by providing opportunities and spaces to the participants to practice what is demonstrated.

The trainers would be stimulated according to different learning styles.

Parking Let Grey hinch Direct The focus of Francy Workshop Ireasure Hunt Do we take feedback Topharty (again mains) or at the ext has day -





Who are the potential participants?

- Faculty members and trainers of the Forest, Fisheries and Media Training Institutions
- Faculty members of other academic/research institutions working in a field closely relevant to coastal and marine protected areas
- Training providers
- Coastal and marine biodiversity experts
- MPA Management effectiveness experts

With,

- background experience in training of stakeholders relevant to management of coastal and marine biodiversity
- availability and interest to be enagaged as master trainers in future trainings conducted by the CMPA project.

Reflections...

"Training of Trainers (ToT) on Participatory Methods of Training for Effective Content Delivery jointly organised by GIZ and Gujarat Forest Department during August 6-7, 2014 equipped me with some new tools and skills like the Evaluation Express, Bus Stop Method, Feedback Rules, and World Café. I have started using the new tools and skills in my training programmes and finding them very useful. Of all, the Evaluation Express has been very useful to evaluate the training objectives within the training period. The tool was well appreciated by our Research partner GB Pant Institute of Himalayan and Environment Development (an autonomous body of Ministry of Environment and Forest) and Corporate participants."

Dr Pradeep Mehta Research and Programme Manager, Earthwatch Institute India

Responsible Edgar Endrukaitis

Director, Indo-German Biodiversity Programme,

Contact Dr. Neeraj Khera

Senior Advisor, Indo-German Biodiversity Programme

Published by Deutsche Gesellschaft für

Internationale Zusammenarbeit (GIZ) GmbH

A-2/18, Safdarjung Enclave, New Delhi 110029, India T: +91 11 49 49 53 53

E: neeraj.khera@giz.de

W: http://www.indo-germanbiodiversity.com,

www.giz.de

Cover Photo Dr. Neeraj Khera

September 2014, New Delhi

GIZ is responsible for the content of this publication.