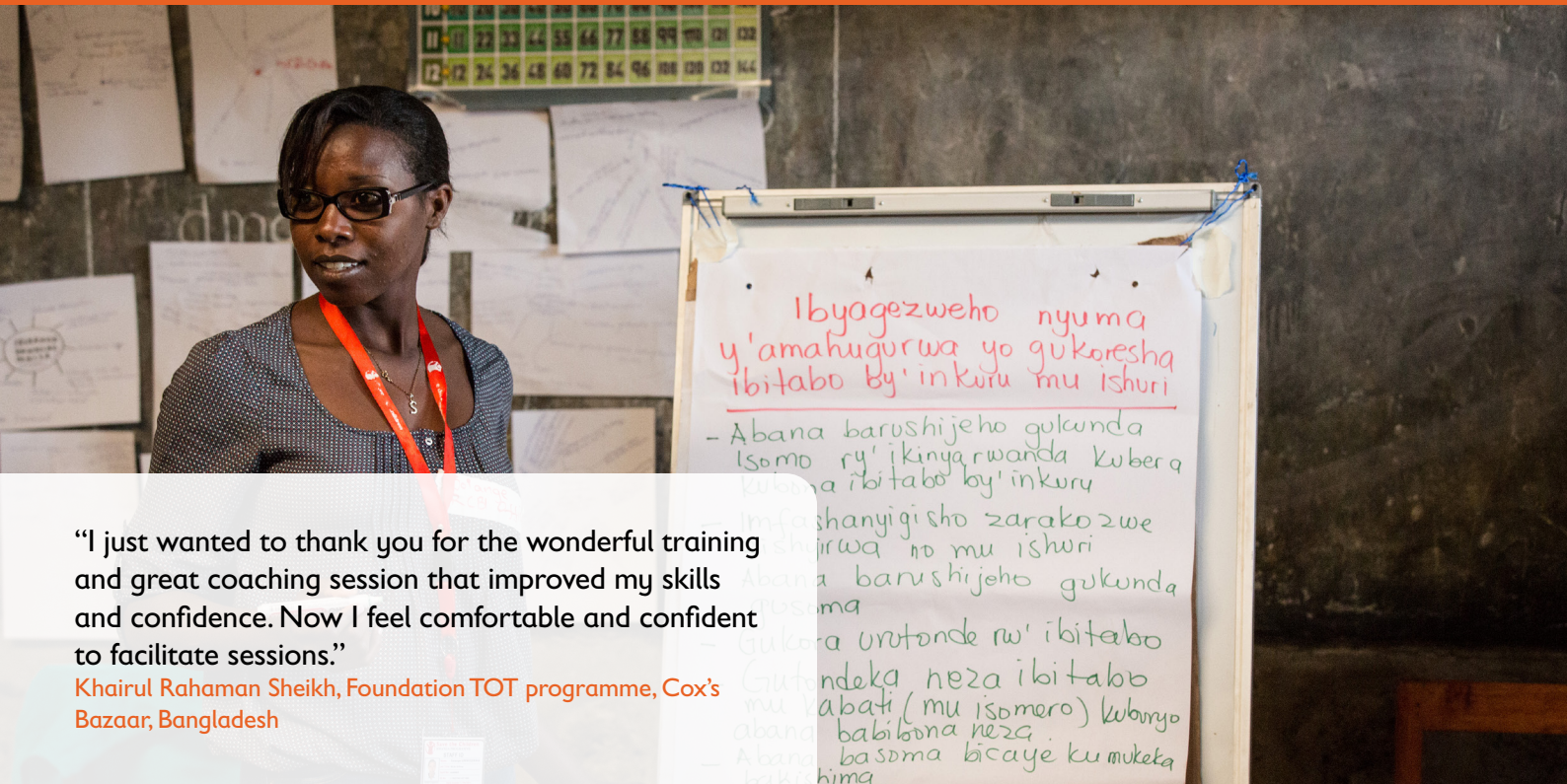


WHAT IS A TRANSFORMATION OF TRAINING PROGRAMME?



“I just wanted to thank you for the wonderful training and great coaching session that improved my skills and confidence. Now I feel comfortable and confident to facilitate sessions.”

Khairul Rahaman Sheikh, Foundation TOT programme, Cox's Bazaar, Bangladesh

TRAINING TRANSFORMED

The humanitarian landscape is complex, and communities can be particularly vulnerable when the sector is faced with multiple crises. When capacity is stretched, local teams need to have the skills and knowledge to make the impact needed to meet humanitarian need.

Building capacity at national level, by training staff and cascading learning, is the most effective way of sustaining support for those affected. We focus on the skills of humanitarian trainers and their potential to spread expertise across the sector.

We aim to create and keep expanding a pool of high-quality expert trainers. This way, best practice is cascaded widely with no compromise on quality. We believe this flexibility can be transformative.

With our partners World Vision International, we enable local teams to create and deliver programmes right for their region. We drive high standards by sharing with country offices best practice. This means that local trainers can cascade their skills and knowledge to others, multiplying their impact.

Critically, trainers can adapt their learning to the context in which they're working. For example, they can deliver short, bespoke 'unpacked' modularised versions for country offices at scale. This flexible, tailored approach signifies a step change in training. And it maximises impact for those affected by disaster.

We partner humanitarian responders from across the sector, supporting them in their professional development, enabling them to identify their learning needs or practice their skills, working to their own goals, in the context in which they work.

An effective partnership results in a country having the capacity to anticipate, prepare, deliver and sustain humanitarian responses. Professionals can then minimise the impact of emergencies and foster safe, healthy environments before, during and after. We offer a tailored learning environment so humanitarians can make the difference needed.

“The ToT gave me skills and confidence to deliver trainings and transfer knowledge to any audience, ranging from fellow staff to other stakeholders in humanitarian work.”

Hellen Jesca Akujo, Local NGO staff member, Kampala, Uganda

We enable trainers so that they can confidently deliver and design training programmes. We believe in supporting people, mentoring and motivating. They tell us this way they are at their best. We combine this with a robust assessment process to make sure trainers are set to deliver consistently to the highest standards. Their skills are adaptable, allowing them to work across the NGO community in the future, following whichever career path they choose.



“I am grateful for the knowledge you have given me through this ToT programme.”

Moses Leneker Kadobera, World Vision, Uganda

PATHWAYS

There are **three** key pathways within our Transformation of Training programme:

- **Foundation:** This level is about helping trainers develop their skills. We ask participants to do some preparation activities so they can get most from the course, which takes the form of three-day face to face training. Delegates get to co-facilitate their own training programme which is observed and fed back on supportively. Digital learning is an important element. Participants tell us that by being coached and mentored, it helps them perform to the best of their ability. This can be very empowering.
- **Professional:** This level supports lead trainers by modelling best practice techniques, enabling participants to improve their skills in designing and delivering training. Lead trainers can support less experienced trainers through coaching and mentoring. Delegates learn initially through online modules. This is followed by a two-day assessment where they will be observed, assessed, mentored and coached. Finally, a group coaching session enables them to reflect on how they have grown, which can be a huge confidence boost.
- **Advanced:** This level is about supporting master trainers looking to add a new dimension to their training careers. They will be approved to run the Transformation of Training programmes. They will also take on a coaching role, supporting less experienced trainers. This way best practice is passed on and the expertise grows.



Our Transformation of Training programmes have been delivered in 18 countries: from Bangladesh to Turkey; from Uganda to Jordan; from Somalia to Nepal, and many more. Our reach is growing.

We welcome participants from a range of organisations. We work across the sector, in partnership with NGOs and INGOs, building humanitarian capacity wherever needed to support those affected.

“Yes, we deliver technical training; yes, we share skills; yes, we help with competence. But perhaps most importantly we say, “here’s what best looks like – now you can make the difference where you work”. Transformation of Training is about that mindset, and then about passing it on”

Anne Kristine Arbon, Save the Children UK

“This was wonderful learning. It is going to help me a lot and I believe the learning will be of great use when I go out facilitating.”

Participant, TOT Workshop, Cox’s Bazaar, Bangladesh