

Activity No. 3.1 Enhance capacity of IPOs in organization management and institution building

Activity No. 3.1.1 Conduct on organization management and institution building training to the selected IPOs leaders

A training program on organization management and institution building successfully conducted in Dhulikhel Village Resort, Kavre with a total of 20 (or F 5/M 15) selected leaders of IPOs of the target communities for five days in September 5 - 9, 2011.

Topics/activities covered

The movement of IPOs is new phenomenon in Nepal, and IPOs are not sufficient to have contemporary techno know-how to manage and run their organizations. However, they have a long history of collectiveness and traditional institutions. In this drawback, the training intended to increase institutional capacity of the IPOs to increase their involvement in the civic, economic and socio-cultural activisms. The project in close consultation with implementing partner IPOs has developed a broader content of the training on basis of their needs and problems faced.

After developing a broader content of the training, the project has assigned a resource person- Mr Buddhi Tamang on the basis of his long standing experience in the field of organization management and institution building for the development of the training course, manual, related materials and facilitation of the training.

Partner IPOs have sent the lists of selected leaders to the training. The criteria used in the selection of the leaders included leaders represent the organizations of the target communities, willing to contribute to his/her organization and the community, knowledge and experience of operation of organization, at least school education successor, etc. A total of 20 leaders, at least two from the central committees of each target community and respective IPO, one from the district committee of each target community and respective IPO of the project districts and 2 social leaders from each IPO have participated in the training.

The training scheduled for five days with daily session started from 8:30 am in the morning to 5:30 pm in the evening. This was residential training, and certain times of morning and evening used to discuss on the training issues. The training was facilitated by Mr. Buddhi Tamang, who has proven track record on the organization building and appreciative inquiry techniques. The principal methods and tools employed in the training were structured lecture session, power point presentation, experience sharing, group discussion, training manual, handouts and reading materials, etc. The training was facilitated in Nepali language.

Key contents of the training included mind management, opportunity of organization to create future ground, 7-cultural assets, institutional assessment, stakeholder analysis, vision of leader, envisioning the future of organization: vision, mission, goal and objective, financial management, design strategy for sustainability, organization management, team building, conflict transformation, etc., ***please refer to Annex 23: Key contents, methods, RPs and participants of the training on organization management and institution building.***

Reason for modification or delay

None.

Results

In total, 20 (or F 5/M 15) selected leaders at different layers of committees of IPOs trained on organization management and institution building training of five days.



IPO leaders in OMIB training, Dhulikhel

The post assessment of the training revealed that the training found most significant for the development and institution building of IPOs. It is also reported that the contents and methods of the training were very practical to adopt in the development of organizations.

More than 90 per cent of the participants have reported that the training was successful to deliver important knowledge, skill and attitude for the management of organization and institutional building of IPOs. They have also appreciated the training approach- appreciative inquiry used as delivery methods and approach of the training.

About 7% of the total participants made comments on the duration of training. They have suggested that the duration of the training should be at least of seven days to bring confidence among the participants. They also reported that some of the areas, such as quality leadership and sustainability still need to further discussion.

The training was successful in delivering various aspects of organization management and institution building, and helpful to develop positive mindsets to create future ground of the selected IPOs. It is expected that the training graduates will help to manage and development their respective organizations by translating their knowledge, skill and technologies learnt from the training, and the future reinforcement training will be the yard stick to measure the changes brought by the training. Brief information on the participants of the training is provided below:

Table 29: Brief information on participants of the training

SN	Target community/IPO	Total no. of participants			Representation by committees		
		Female	Male	Total	Center	District	Other
1	The Tamangs/NTGA	1	6	7	2	3	2
2	The Gurungs/GTNC	2	6	8	2	4	2
3	The Chepangs/NCA	2	3	5	2	3	0
Total		5	15	20	6	10	4

Activity No. 3.1.2 Conduct reinforcement workshop with trained IPOs leaders (of 2-days)

A reinforcement workshop with graduates of organizationa management and institutions buiding training conducted at Dhulikhel Village Resort, Kavre with a total of 21 IPO leaders for two days on 1 -2 March 2012.

Topics/activities covered

The pupose of the worshop was to review the progress made by IPOs after receving the training on organization management and institution building of five days by finding the changes and gaps.

The workshop was facilitated by the same resource person- Mr. Buddhi Tamang who facilitated the training on organization management and institution building of five days. Key issues discussed in the workshop were, reviewed the action plans by reviewing the progress and major gaps or problems by the participants, documentation of major changes and gaps and further orientation and suggestion for strategic interventions to overcome gaps in organization management and institution building.

Besides above mentioned issues, the workshop also made discussion on quality leadership and sustainability of organization. These issues of quality leadership and sustainability were comented as issues of further discussion by the participants during the evaluation of the previous training.

Principle methods and tools employed in the workshop were presentation by the participants on the progress made and gaps or problem faced during the implementation of the action plans, cross sharing

of experiences, structured sessions with power point presentation on the future strategic intervention to overcome gaps by the facilitator were the major ones.

A total of 21 participants participated in the workshop. Out of which, 18 participants were the same those who have participated in the training on organization management and institution building of five days, and three were fresh. The workshop was scheduled for two days. Daily session was started at 08:00 am and ended at 6:00 pm, including food and refreshment time.

Reason for modification or delay

None.

Results

The workshop provided a forum for a total of 21 IPO leaders to re-energize after actual implementation of training knowledge and skills of organizationa management and institutions buiding. This workshop found as the cycle of practical learning: learn, practice and corrective actions.

The workshop also provided an opportunity to fulfil unmet expectations of the participants from the training, i.e. the issues of quality leadership and organizational sustainability, reported to need further discussion by the participants during the post evaluation of the training, have discussed in the workshop.

The workshop also provided as opportunity for an assessment of changes made especially after receiving the training. It was found that the participating IPOs have developed plan of operations, basic project operational guidelines, documentation of important meetings and activities of the organizations, etc. as a part of organization development and institution building. However, IPOs need different capacities in organization and institution building. Brief information on the workshop is provided as:

Table 30: Brief information on reinforcement workshop

SN	Target community/IPO	Total no. of participants			Representation by committees		
		Female	Male	Total	Center	District	Other
1	The Tamangs/NTGA	0	8	8	2	4	2
2	The Gurungs/GTNC	2	7	9	3	4	2
3	The Chepangs/NCA	1	3	4	2	2	4
Total		3	18	21	6	10	8