



Centre for Gender, Peace & Governance (Africa)  
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## 2024 Training Calendar

**Language of facilitation:** English

**Mode of delivery:** Hybrid (both in-person in Nairobi-Kenya and also online on Zoom)

Dates	Name of the Training	Target groups
29 <sup>th</sup> April to 3 <sup>rd</sup> May 2024, 29 <sup>th</sup> July to 2 <sup>nd</sup> August 2024 & 25 <sup>th</sup> to 29 <sup>th</sup> November 2024	Training of Trainers for Peacebuilding Practitioners in Post conflict settings in Africa	Peacebuilding practitioners implementing projects in post-conflict settings  Practitioners Keen to improve their skills and knowledge in organizing, designing, facilitating and evaluating trainings
27 <sup>th</sup> to 31 <sup>st</sup> May 2024 & 30 <sup>th</sup> September to 4 <sup>th</sup> October 2024 &	Training in Monitoring, Evaluation & Reporting	Relevant for all practitioners engaged in designing, implementing, evaluating and reporting on projects and programmes

<p>16<sup>th</sup> to 20<sup>th</sup> December 2024</p>		<p>Relevant for all those practitioners interested in upgrading their skills in MERL tools and systems</p>
<p>19<sup>th</sup> to 23<sup>rd</sup> August</p>	<p>Training in Peacebuilding Programming in Post Conflict Settings in Africa</p>	<p>Relevant for peacebuilding practitioners interested in furthering their understanding of post conflict settings and relevant Peacebuilding programming including all other themes relevant for successful peacebuilding &amp; conflict transformation</p>
<p>Learning Methodologies</p>	<p>The trainings employ adult learning methodologies. Participants engage in interactive and experiential learning drawing from their knowledge and experiences. There are a lot of practical exercises and real case studies drawn from around the continent of Africa in conflict and post conflict contexts.</p>	
<p>Charges for each training</p>	<p><b>Option 1: US \$ 750:</b> This option is for those opting to attend the training in person in Nairobi-Kenya. The amount covers tuition, conference charges, training materials and certificate of Completion. It also covers the conference package charges.</p> <p><b>Option 2: US \$ 1200.</b> This amount covers the conference charges, tuition, training materials and a certificate of completion. It also covers accommodation and dinner charges</p>	

	<p><b>Option 2: US\$400:</b> This option is for those opting to join the training online via Zoom</p> <p>All participants who require airport pick up and drop off in Nairobi will be offered the service at no charge.</p>
<p>Countries from where we have drawn our participants</p>	<p>Central Africa Republic, Democratic Republic of Congo, Ethiopia, Kenya, Mali, Mozambique, Nigeria, Rwanda, Somalia, South Sudan, Sudan and Tanzania.</p>
<p>Some of the organizations where our Participants have been drawn from</p>	<p>African Centre for Governance, Peace &amp; Transitional Studies-Sudan, Catholic Agency for Overseas Development (CAFOD)-Democratic Republic of Congo (DRC), Catholic Diocese of Malindi-Commission For Interreligious Dialogue &amp; Ecumenism (CIRDE)-Kenya, Christian Aid-Nigeria, Embassy of Canada in Ethiopia, Geneina University-Sudan, GIZ-CPS Programme-Kenya, Humanity &amp; Inclusion-Kenya, Jesuit Refugee Service-South Sudan, Kenya Catholic Bishops-Commission For Interreligious Dialogue &amp; Ecumenism (CIRDE), Khartoum University-Sudan, Kituo Cha Sheria-Kenya, Local Government-Rwanda, Network for Religious &amp; Traditional Peacemakers/Finn Church Aid-Kenya Mozambique &amp; Somalia, Organization For Rural Development Initiative-South Sudan, Saferworld-Somalia, UNDP-Tanzania, United Nations Mission in South Sudan (UNMISS)-Child Protection &amp; Gender Units, United Nations Multidimensional Integrated Stabilization Mission in Central Africa Republic (MINUSCA)-CAR, UN Women Tanzania, South Sudan Council of Churches, South Sudan Red Cross Society, The Organization for Children’s Harmony SOUTH Sudan (TOCH-SS), University of Kordofan-Sudan, Warchild-DRC and Worldwide Fund For Nature-DRC</p>

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## Detailed Trainings information

### 1. Training of Trainers for Peacebuilding Practitioners in Post Conflict settings in Africa; Nairobi, Kenya (& also online on Zoom): 29<sup>th</sup> April to 3<sup>rd</sup> May, 29<sup>th</sup> July to 2<sup>nd</sup> August & 25<sup>th</sup> to 29<sup>th</sup> November 2024

#### Introduction

This training is ideal for practitioners working in post conflict settings in Africa who have the following interests:

- Keen to increase their understanding of post conflict peacebuilding
- Keen to improve their skills and knowledge in organizing, designing, facilitating and evaluating trainings.

The initial part of the training will focus on highlighting some of the post conflict settings in the Horn of Africa, the Great Lakes and East Africa regions. Participants will also be introduced to practical tools that can be used to analyse conflicts as well as have an opportunity to explore their post conflict settings.

The larger part of the training will be dedicated to themes that are relevant to organizing, designing, facilitating and evaluating trainings.

#### Key areas of Focus in the Training;

1. An overview of selected post conflict settings in the Horn of Africa, East Africa and Great Lakes region
2. Exploration of key concepts: Conflict, Peace, Violence and Post-conflict contexts
3. Introduction to conflict analysis tools relevant for post conflict settings
4. Peacebuilding Fundamentals for Post Conflict settings
5. Creating a learning environment
6. Introduction to Adult learning
7. Exploring the issues in training for peacebuilding and conflict transformation
8. Designing a training: *Determining participants, conducting formative evaluations and drafting the training Curricula*
9. Formulating Training and Learning objectives
10. Exploring and practising on different training Methodologies
11. Facilitation skills; *The art of facilitation and relevant qualities and skills required for facilitators*
12. Understanding our roles as facilitators and as trainers
13. Designing and conducting an online training

### **What participants will get from the Training**

1. An overview of some of the post conflict settings in the Horn of Africa, East Africa and Great Lakes Region
2. Working knowledge of some tools of conflict analysis
3. A clearer understanding of peacebuilding fundamentals for post conflict settings
4. A better understanding of what a peacebuilding and conflict transformation training entails in terms of content depending on the context and the group
5. A clearer understanding of how to conduct a formative evaluation of participants to determine training needs
6. A clear understanding of how to design a training curricula
7. A better understanding of how to craft both training and learning objectives
8. Facilitation skills
9. A better understanding of how to design and facilitate an online training

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## **2. Training in Monitoring, Evaluation, Reporting & Learning; Nairobi, Kenya (& also online on Zoom): 27<sup>th</sup> to 31<sup>st</sup> May, 30<sup>th</sup> September to 4<sup>th</sup> October and from 16<sup>th</sup> to 20<sup>th</sup> December 2024**

### **In this MERL training participants will learn and practice on:**

1. Key concepts and fundamentals in MERL
2. Developing project implementation and monitoring plans
3. Applying different monitoring tools to our projects
4. Developing of Project Indicators
5. The development of the Log Frame and Results Based Framework
6. Theory of Change
7. Development of evaluation plans, schedules and TORs
8. Writing project reports

### **The Course Content**

#### **Introduction to key concepts and fundamentals of MER**

In this session, participants will explore and unpack common terminologies used in MERL. These include Monitoring, Evaluation, Reports, Goals, Objectives, Activities, Inputs, Outputs, Outcomes, Results/Impact and Stakeholders.

## **Developing Effective Implementation Plans**

This session will take participants through step by step guide on developing projects implementation plans. There will also include practical sessions on crafting of Project Goals, Objectives and how best to capture activities and sub-activities.

## **Introduction to project Monitoring**

In this session, focus will be on the different forms of project monitoring (Process, Results and Contexts). In addition, participants will explore and practice on different monitoring tools such as the Benchmark Calendar, the Deliverable Schedule and the Activity Based Budget. Out of this session, participants will develop implementation and monitoring plans for their projects based on the different tools

## **Understanding the Results Based Framework and the log frame**

This session will take participants through the development of a results based framework using the 4 different levels of results i.e. Inputs and Processes, Outputs, Outcomes and Impacts. The session will also focus on the development of log frames. From this session, participants will develop their projects log frames and results based framework clearly showing the linkages from one level to the next.

## **Developing project's 'Theory of Change'**

This session will focus on what a theory of change is, its relevance in the project cycle management and how it is crafted. From the session, participants will be able to develop and articulate their project's theory of change.

## **Introduction to Indicators**

This session will take participants through what indicators are and why they are important in MER. There will be discussions on the criteria used to develop quality indicators. Participants will practice formulation of indicators across different levels of their projects results.

## **Developing Evaluation Plans, Schedules & TORs**

This session will take participants through what evaluations are and how evaluation plans for projects are developed. From this session, participants will be in a position to develop evaluation plans and evaluation TORs and schedules for their projects.

## **Reports**

This session will explore various forms of reporting and outline the key elements that a good programme/project report should contain. From this session, participants will be able to do reports that show linkages between the various levels of the activities i.e. outputs, outcomes and the impact report.

## Expected Training results

- Participants will be able to articulate the MERL concepts, their linkages and importance in projects/programmes
- Participants will be able to develop implementation and monitoring plans for their projects/programmes
- Participants will be in a position to develop log frames and results based frameworks for their projects/programmes
- Participants will be able to formulate and articulate theories of change for their projects/programmes
- Participants will be able to develop indicators for the different results levels in their projects/programmes
- Participants will be able to develop evaluation plans for their projects/programmes
- Participants will be able to do reports that capture the goals, objectives and the results achieved at the different levels of their log frames or results framework

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## 3. Training in Peacebuilding Programming in Post Conflict settings in Africa; Nairobi-Kenya & Online: 19<sup>th</sup> to 23<sup>rd</sup> August 2024

### Key areas of Focus in the Training;

- 1) Exploring of our post conflict settings
- 2) Conflict Analysis tools relevant for post conflict settings
- 3) The African Union Post Conflict Reconstruction and Development Policy Framework (2006)
- 4) Peacebuilding, Conflict Transformation & approaches to strategic post conflict peacebuilding
- 5) Breaking cycles of violence; Collective trauma healing and peacebuilding
- 6) Understanding Conflict sensitivity in peacebuilding programming
- 7) Gender in post conflict settings

### What participants will get from the training

- An enhanced understanding of different post-conflict settings in Africa (*the issues, the challenges and the peacebuilding opportunities that exist*)
- Practical knowledge of conflict analysis tools useful in post conflict contexts.
- Increased understanding of post-conflict peacebuilding options as per the provisions of the African Union Post-Conflict Reconstruction and Development Policy Framework (2006)
- A deeper understanding of what peacebuilding and conflict transformation entails
- An increased understanding of breaking cycles of violence in post conflict settings using healing centred peacebuilding approaches
- An increased understanding of Conflict sensitivity programming

- An overview of gender in post conflict settings and different tools for gender programming in these contexts

## **Content Overview**

### **1. Exploring our post conflict settings in Africa**

In this session, participants will explore various post conflict countries that will be represented in the training with the aim of having a better understanding of:

- The key issues in the different sectors (social, economic, political and security)
- The challenges
- Existing peacebuilding opportunities

### **2. Conflict Analysis Tools**

This session will introduce participants to different tools of analysis that can enable them improve their understanding of their operating contexts as well as help in informing their peacebuilding programming

### **3. The African Union's Post Conflict Reconstruction & Development Policy Framework (2006)**

This session aims at introducing participants to some of the key frameworks that can inform their post conflict peacebuilding programming. Using the AU framework, participants will be provided with real time case studies to enable them dissect possible programming options.

### **4. Peacebuilding and Conflict Transformation**

This session will involve deeper exploration of these two concepts with the aim of having a better understanding of what they entail in post-conflict settings. There will also be discussions on approaches to strategic post conflict peacebuilding which we can adopt in our programming options

### **5. Breaking cycles of violence; Collective trauma healing and peacebuilding**

Violence is widespread in post-conflict settings at individual, community and structural levels. This session will explore how violence at different levels is inter-linked and the healing strategies available at each level and how this can be infused into peacebuilding programming.

### **6. Understanding Conflict sensitivity in peacebuilding programming**

This session is aimed at enabling participants appreciate the importance of being conflict sensitive in peacebuilding programming so that their interventions do not exacerbate the conflict or post conflict context

### **7. Gender in post-conflict settings**

This session will outline the gender dimensions in post conflict settings, introduce participants to the principles of gender mainstreaming and to the different tools that they can use to mainstream gender in their post conflict peacebuilding programmes

### List of the trainings we have conducted since August 2021

1. Training on Peacebuilding Programming in Post Conflict Settings in Africa; 30<sup>th</sup> August to 3<sup>rd</sup> September 2021-Online.
2. Training on Peacebuilding Programming in Post Conflict Settings in Africa; 22<sup>nd</sup> to 26<sup>th</sup> November 2021, Nairobi & Online
3. Training on Peacebuilding Programming in Post Conflict Settings in Africa; 21<sup>st</sup> to 25<sup>th</sup> March 2022, Nairobi & Online
4. Training on Peacebuilding Programming in Post Conflict Settings in Africa; 25<sup>th</sup> to 29<sup>th</sup> July 2022, Nairobi
5. Training on Peacebuilding Programming in Post Conflict Settings in Africa; 12<sup>th</sup> to 16<sup>th</sup> December 2022, Nairobi & Online
6. Training of Trainers for Peacebuilding Practitioners in Post Conflict Settings in Africa: 20<sup>th</sup> to 24<sup>th</sup> March 2023, Nairobi
7. Training in Monitoring, Evaluation & Reporting: 26<sup>th</sup> to 30<sup>th</sup> June 2023, Nairobi & Online
8. Training in Monitoring, Evaluation, Reporting & Learning; 20<sup>th</sup> to 24<sup>th</sup> November 2023-Online
9. Training on Peacebuilding Programming in Post Conflict Settings in Africa: 4<sup>th</sup> to 8<sup>th</sup> December 2023-Nairobi, Kenya

### The Centre for Gender, Peace & Governance –Africa (CGPG-Africa)

CGPG-Africa is a regional organization started in 2015 by a group of peacebuilding practitioners and academicians with years of practical and theoretical knowledge in areas relevant to programming options and trainings in post-conflict settings in Africa and beyond.

The organization's key mandate is to strengthen capacities of practitioners and organizations working in post-conflict settings in Africa so that their programming is more relevant and responsive. Our areas of focus are in the Horn of Africa, Great Lakes region and Eastern Africa.

### For more information, contact

The Programmes Manager

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