



Centre for Gender, Peace & Governance (Africa)  
 P.O Box 22049-00100, Nairobi, GPO  
 Tel:+254 759 710 557 (Voice) /+254 770653220 (WhatsApp)  
 Email: [trainings@cgpg-africa.org](mailto:trainings@cgpg-africa.org)/[cgpg.africa@gmail.com](mailto:cgpg.africa@gmail.com)/[cgpg@cgpg-africa.org](mailto:cgpg@cgpg-africa.org)  
 Website:[www.cgpg-africa.org](http://www.cgpg-africa.org)

## 2025 Training Calendar

**Language of facilitation:** English

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

Name of the Training	Dates	Target groups
1) Training in Monitoring, Evaluation, Reporting & Learning	17 <sup>th</sup> to 21 <sup>st</sup> March 2025, Online on Zoom	Relevant for all practitioners engaged in designing, implementing, evaluating and reporting on projects and programmes
	9 <sup>th</sup> to 13 <sup>th</sup> June 2025, Online & in person in Nairobi-Kenya	Relevant for all those practitioners interested in upgrading their skills in MERL tools and systems
	1 <sup>st</sup> to 5 <sup>th</sup> September 2025, Online on Zoom	
	1 <sup>st</sup> to 5 <sup>th</sup> December 2025, Online & in person in Nairobi-Kenya	
2) Training in Peacebuilding Programming for Conflict & Post Conflict Settings in Africa	23 <sup>rd</sup> to 27 <sup>th</sup> June 2025, Online	Relevant for peacebuilding practitioners interested in furthering their knowledge of
	22 <sup>nd</sup> to 26 <sup>th</sup> September 2025, Online	of conflict & post conflict settings and the relevant Peacebuilding programming options for the settings

	24 <sup>th</sup> to 28 <sup>th</sup> November 2025, Online	
3) Training of Trainers for Peacebuilding Practitioners in Conflict & Post conflict settings in Africa	4 <sup>th</sup> to 8 <sup>th</sup> August 2025, Online & in person in Nairobi-Kenya  8 <sup>th</sup> to 12 <sup>th</sup> December 2025, Online & in Person in Nairobi-Kenya	Practitioners Keen to improve their skills and knowledge in organizing, designing, facilitating and evaluating trainings in conflict and post conflict settings
<b>Training Methodologies</b>		
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.		
<b>Training Charges</b>		
<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 (day time meals &amp; drinks), training materials and certificate of Completion.</p> <p><b>Option 2: US \$ 1200.</b> This amount covers the conference charges (day time meals &amp; drinks), tuition, training materials and a certificate of completion. It also covers accommodation and dinner charges during the training periods (covers Sunday evening to breakfast on Saturday morning)</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 are offered the service at no charge.</p>		
<b>Countries from where our participants have been drawn from</b>		
Burundi, Central Africa Republic, Democratic Republic of Congo, Ethiopia, Kenya, Mali, Mozambique, Nigeria, Rwanda, Somalia, South Sudan, Sudan, Tanzania, Uganda and Zimbabwe.		

### Selected organizations who have supported staff members to our trainings

Tearfund-Burundi, United Nations Multidimensional Integrated Stabilization Mission in Central Africa Republic (MINUSCA), Catholic Agency for Overseas Development (CAFOD)-DRC, Warchild –UK-DRC, Worldwide Fund For Nature-DRC, Caritas-Ethiopia, Embassy of Canada-Ethiopia, Catholic Diocese of Malindi-Commission For Interreligious Dialogue & Ecumenism (CIRDE)-Kenya, GIZ- CPS Programme-Kenya, Humanity & Inclusion-Kenya, Kenya Catholic Bishops-Commission For Interreligious Dialogue & Ecumenism (CIRDE), Kituo Cha Sheria-Kenya, Network for Religious & Traditional Peacemakers (Finn Church Aid)-Kenya, Mozambique & Somalia, United States Institute of Peace (USIP)-Kenya, Christian Aid-Nigeria, Cordaid-Uganda, Rwanda & Zimbabwe, Local Government-Rwanda, Saferworld-Somalia, Caritas Switzerland-South Sudan, Christian Blind Mission-South Sudan, Hope Restoration South Sudan, Jesuit Refugee Service-South Sudan, NonViolent PeaceForce-South Sudan, Organization for Rural Development Initiative-South Sudan, Salesian Sisters of Don Bosco Gumbo-South Sudan, South Sudan Council of Churches (SSCC), South Sudan Red Cross, The Organization for Children's Harmony South Sudan (TOCH-SS), United Nations Mission in South Sudan (UNMISS), Warchild Holland-South Sudan, The Hunger Project-Uganda, UNDP-Tanzania, UN Women-Tanzania, Africa Governance, Peace & Transitional Studies-Sudan, Geneina University-Sudan, Khartoum University-Sudan, SOS Sahel-Sudan, University of Kordofan-Sudan

## Detailed information on the Trainings

1. **Training in Monitoring, Evaluation, Reporting, & Learning; 17<sup>th</sup> to 21<sup>st</sup> March (Online), 9<sup>th</sup> to 13<sup>th</sup> June (Online & in person), 1<sup>st</sup> to 5<sup>th</sup> September (Online) & from 1<sup>st</sup> to 5<sup>th</sup> December 2025 (Online & in-person)**

## The Course Content

1. **Introduction to key concepts and fundamentals of MERL**

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

## **2. Developing Project Implementation Plans**

This session will take participants through a step- by- step guide of developing project implementation plans. The session will also include practical sessions on crafting of Project Goals, Objectives, activities and sub-activities.

## **3. Project Monitoring & Monitoring tools**

In this session, focus will be on the different forms of project monitoring as well as the different tools that are used in monitoring. Some of the monitoring tools to be introduced include the Benchmark Calendar, the Deliverable Schedule and the Activity Based Budget. Out of this session, participants will have an opportunity to develop implementation and monitoring plans for their projects.

## **4. Developing the M & E Framework and M & E plan**

This session will focus on the main components of these framework. There will be practical sessions to enable the participants put theory into practice

## **5. 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.

## **6. 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.

## **7. Introduction to Project Indicators**

This session will take participants through what indicators are and why they are important in MERL. 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.

## 8. Developing a project's learning agenda

In this session, participants will be taken through how the learning agenda can practically be integrated into the different elements of MERL starting from the point of project designing to the evaluation

## 9. 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.

## 10. 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 articulate how reflection and learning takes place in their projects
- ≡ 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

## Trainers

This training will be conducted by trainers with expansive knowledge and skills in the field of MERL. These trainers are also actively engaged in designing and evaluating programmes/Projects for different organizations and fields.

## 2. Training in Peacebuilding Programming in Conflict & Post Conflict settings in Africa; 23<sup>rd</sup> to 27<sup>th</sup> June (Online), 22<sup>nd</sup> to 26<sup>th</sup> September (Online), 24<sup>th</sup> to 28<sup>th</sup> November 2025 (Online)

This training is ideal for practitioners who would want to expand their knowledge of conflict and post conflict settings in Africa and their skills in peacebuilding programming for conflict and post conflict contexts.

### Content Overview

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

In this session, participants will explore various conflict and 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 complexities
- Identifying 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. Peacebuilding Programming for conflict & post conflict settings

This session aims at introducing participants to some key programming options that are relevant for conflict and post conflict settings drawing from different frameworks developed for the continent

#### 4. Peacebuilding and Conflict Transformation

This session will involve delving deeper into the concepts of peacebuilding and conflict transformation. There will also be discussions on approaches to strategic conflict and post conflict peacebuilding which we can adopt in our programming options

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

Violence is widespread in conflict and 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 conflict and post-conflict settings**

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

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

- ≡ An enhanced understanding of different conflict and post-conflict settings in Africa (the issues, the complexities and the peacebuilding opportunities)
- ≡ Practical knowledge of conflict analysis tools useful in conflict and post conflict contexts.
- ≡ Increased understanding of peacebuilding programming options for conflict and post conflict settings
- ≡ A deeper understanding of what peacebuilding and conflict transformation entails
- ≡ Increased understanding of what strategic peacebuilding entails
- ≡ An increased understanding of breaking cycles of violence in post conflict settings using healing centred peacebuilding approaches
- ≡ An increased understanding of Conflict sensitive peacebuilding programming
- ≡ An overview of gender conflict and in post conflict settings plus the different tools for gender analysis and mainstreaming in these contexts

#### **Trainers**

This training will be conducted by seasoned peacebuilding practitioners with years of experience designing and conducting peacebuilding trainings and programmes for conflict and post conflict settings in the continent of Africa and beyond. Some of the trainers are also seasoned

peacebuilding researchers and have authored publications relevant to peacebuilding in the continent of Africa.

### 3. Training of Trainers for Practitioners in Conflict & Post Conflict settings in Africa; 4<sup>th</sup> to 8<sup>th</sup> August 2025 (In-person & online), 8<sup>th</sup> to 12<sup>th</sup> December 2025 (in-person & online)

#### **Introduction**

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

- Keen to increase their understanding of conflict & 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

#### **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

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

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

The organization's key mandate is to strengthen capacities of practitioners and organizations working in conflict and 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.

Our training programme, which has been operational since 2021 has trained participants drawn from Burundi, Central Africa Republic, Democratic Republic of Congo, Ethiopia, Kenya, Mali, Mozambique, Nigeria, Rwanda, Somalia, South Sudan, Sudan, Tanzania, Uganda and Zimbabwe.

**To book your place, kindly contact;**

\*\*\*\*\*

Martha N. Gachahi-The Programmes Manager  
 Centre for Gender, Peace & Governance-Africa  
 P.O Box 22049-00100 GPO, Nairobi  
 Tel: +254 759 710557 (Voice) /+254 770653220 (WhatsApp)  
 Email:trainings@cgpg-africa.org/cgpg.africa@gmail.com /cgpg@cgpg-africa.org/centreforgenderpeacegovernance@gmail.com  
 Website: <http://www.cgpg-africa.org>

\*\*\*\*\*