Humanitarian Staff Development Project

Delivering the Workshops

Key stages of the learning journey for the facilitation team

Prior to selection of participants / Key

Description that features in the section for programme delivery team (and Coordination)

Programme Timeline
(Core Skills over six months or Management & Leadership Skills Development, nine months)

Month 0
> Includes self-assessment against competency framework

Month 1
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 2
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 3
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 4
> Participants finish by updating action plan

Month 4 to 6 or 9
> Coaching continues
> Buddy groups continue
> Completion of learning project and production of summary poster

Month 6 or 9
> Reflection and learning event, posters displayed

Key stages of the learning journey for the facilitation team

Prior to selection of participants / Programmedelivery team (and Coordination)

Programme Timeline
(Core Skills over six months or Management & Leadership Skills Development, nine months)

Month 0
> Includes self-assessment against competency framework

Month 1
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 2
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 3
> Participants finish by producing action plan, ways of applying learning, prepare ideas to create a particular learning project (if part of programme).
> Facilitators to devise buddy groups once they have met the participants.
> (Where appropriate, facilitators to set up coaching pairs between M&L Skills and Core Skills groups)

Month 4
> Participants finish by updating action plan

Month 4 to 6 or 9
> Coaching continues
> Buddy groups continue
> Completion of learning project and production of summary poster

Month 6 or 9
> Reflection and learning event, posters displayed

Pre-workshop study
Workshop One (3.5 days-4 nights)
Workshop Two (Core - 2 days-3 nights, M&L - 3.5 days-4 nights)

(Baseline assessment in target location)
Prior to selection of participants / programme launch
Complete application form / select participants
Self-directed learning, between workshops
Coaching – opportunity to practise as coachee and as coach
Buddy groups – opportunity to keep in touch with a small group
Self-directed learning, post-workshop
End-of-programme event