



## GURT Resource Centre for NGO Development

### TRAINING REPORT

Title: “Leadership and Partnership Building”

Date: 19-20 October, 2012

Place: AUA 215 E Auditorium, M.Baghranyan 40, Yerevan

Trainers: Artak Shakaryan and Piruza Manukyan

Number of participants: 16 representatives from project communities: Metsamor, Lukashin, Tchambarak, Shamiram and Ranchpar

### BRIEF DESCRIPTION OF THE PARTICIPANTS AND THEIR EXPECTATIONS



The participants were representatives of 5 communities of the project: Metsamor, Lukashin, Tchambarak, Shamiram and Ranchpar. They were community active members, representatives of local self-government bodies, cultural institutions who will later be able to use the knowledge and experience acquired during the training to the benefit of national minorities and their needs assessment.

The representatives from Shamiram community were very active during the training, and Metsamor community member representing state body was a good example for some cases. Thus during the two day training there were different approaches, thoughts and models on leadership and partnership issues in the communities.

### BRIEF DESCRIPTION OF TRAINING COURSE, MAIN TRAINING BLOCKS

The training course was on leadership and partnership. The main topics included were:

- Partnership trust model;
- Levels of partnerships and related exercise;
- Levels of leadership, main methodologies of advancing to next levels.
- Leadership vs management, leader vs hero.
- Main functions of leaders: direct and protect
- SWOT analysis of the communities
- Partnership and its main functions.
- Network, coalition and subcontract.
- Ethics in partnership.
- Related exercise: Win-win and zero-sum approaches.
- Evaluation-Reflection





## CORE TRAINER'S OBSERVATIONS

### ***What are the participants ready to use***

Participants were ready to practice the newly given information and knowledge and discuss their own experiences. They are ready to use leadership skills when applicable, as well as to think of strengths, weaknesses, opportunities and trends of their communities (SWOT analysis) , and how to overcome some of the difficulties, later on all this information will be used for the Strategic planning in each community.

### ***What needs modification or additional information?***

More games and interactive methodologies need to be inserted into module. They will need more training on negotiation and methodologies of forging partnership. The participants were active in SWOT analysis, thus approving the fact, that more exercises for group and pair work, discussions on related topics are needed.

The participants expressed their wish to organize the next training in one of communities. Shamiram community representatives invited all of the participants to conduct the next training in Aragatsotn marze, Shamiram community.

### ***What participants are not ready to use***

They are not yet ready to think out of box and stress the importance of finances in every endeavor. They have to learn and practice more partnership skills, for improving their attitude on main functions of it.

## MAIN TRAINING RESULTS



Participants are more self-reliant. They understand leadership concepts better and see a pathway to self-development. They understand the main functions of partnership and in future will try to think in win-win terms when possible. This was their second meeting and it was obvious that good relationships and partnership elements are present in the group. During the training OSCE representative Inna Yerosyan presented the participants the translated international documents on the rights of national minorities. The community members were happy to have the series of books, which they will share with other community members.

The main results of the training in participants' view can be tracked through the answers for the question in Evaluation forms: How do you plan to use the acquired knowledge and skills in your activity. *"The useful knowledge and skills gained during the training I will use in every life situation, at school with pupils and community members in general"., "I will share all the*





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*information with other members of the community”, “I will try to apply the knowledge gained here in our communities and among other members of our team”, “In my opinion we were getting prepared, armed with new methodologies for acting as a community team”.*

### RECOMMENDATIONS FOR FURTHER CONSULTING IN THE COMMUNITY



Based on the comments above, the recommendations are as follows:

- Have follow up work with the group /the use of knowledge and skills acquired during the training /;
- Conduct consulting/training on how to build effective partnership with LSGB and other stakeholders, community active groups/initiatives in order to solve raised problems, apply for proposals, and fundraise for different activities in the communities.

