

WHO IS IT FOR?

The course is for anybody involved in working in any setting for a just and equal society. They may be volunteers, paid workers, community, voluntary or statutory. Programmes can be run in a local community or at a regional or national level with teams from many communities participating.

HOW IS IT ORGANISED?

While the original length of the training was 75 hours, the programme can also be organised in different ways. For example:

- Five weekends or two-day blocks over six months to a year.
- A night a week for twenty weeks, plus two weekends.
- 3 four day blocks over a year.
- 12 consecutive days.

SOME COMMENTS FROM PARTICIPANTS OF TtT COURSES

"I feel more comfortable working with the community and at ease. It doesn't seem like a task anymore. I enjoy it."

"I learned a lot on all three levels (personal, group, wider society). Understanding: ourselves,

other people's views and not presuming that one knows the needs of others. Listening: to what people are saying and not saying. Awareness: that it is important to respond to society's needs, people's needs, not what we think they are."

"The programme has been invaluable in terms of the 'wider society' issues in offering strategies for initiating and realising change."

"Enjoyed the five weekends a lot and it will give me direction, confidence and encourage me to become involved in my local community to help people who need help."

"I know now how important it is to be involved and participate, Everyone has something important to contribute."

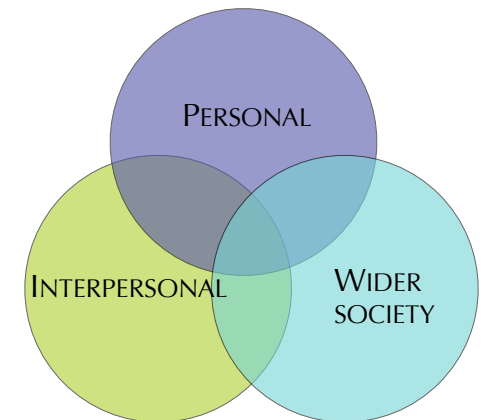
"My thinking, feelings and acting have all changed. It's like a ripple effect that works its way out from me."

"I think of myself in a more positive way. I have a more self confident approach. I now believe that everyone has something to offer. I am more aware of my own dignity and the dignity of others. I am more interested in people. I feel stronger about issues and have gained the confidence to express feelings on issues."

"I would have accepted all that life had thrown at me and said that was the way it had to be. I now know that I have choices. So I challenge and question and decide on a course of action that feels right."

"There was a great sense of equality in the group. No matter who you were, no matter what your background, no one was better than anyone else. No matter whose story it was, all were treated with respect."

PARTNERS TRAINING FOR TRANSFORMATION



A TEN DAY COURSE

TO TAKE PLACE IN A LOCAL
COMMUNITY

OVER SIX MONTHS TO A YEAR

WHAT IS TRAINING FOR TRANSFORMATION?

PARTNERS TRAINING FOR TRANSFORMATION is a learning process for community leaders and others interested in social transformation, based on the workshops developed by Anne Hope and Sally Timmel in Africa. Training for Transformation is about learning about transforming ourselves, our communities and our society into sources of justice and equality. The programme is an immersion in participative and experiential learning.

A core belief underlying the training is that community development must address three overlapping aspects of life, the personal, the interpersonal, and the wider society. The course is built around this three circles framework.

The Personal

Creating transformation we need to enhance our personal confidence, competence and commitment. The course offers opportunities to better understand ourselves and the approach we take to the work. It offers opportunities to strengthen our motivation and passion for creating a better world. It offers personal skills in key areas such as listening, conflict management or problem solving.

The Interpersonal

Creating transformation means working with others. The programme offers opportunities to learn about groups, teamwork, organisational development, dialogue, building social movements and other aspects of collaboration for change.

The Wider Society

Creating transformation means engaging with institutions that create and maintain injustices and inequalities. This programme offers opportunities to better understand social political economic and cultural systems and how we can constructively engage with them.

WHAT HAPPENS ON THE COURSE?

Usually between 20 and 30 people participate in a course. The ideal group has a mix of people which reflects the diversity found in the community. The difference in people's life experience adds to the richness of the course.

The Partners Training for Transformation workshop is characterised by the following hallmarks:

Freirean

The course is infused with the thinking and educational practice of Paulo Freire. It is focused on social justice. It sees the learner

as an expert and the teacher as a facilitator. It is problem-posing rather than solution-teaching and it follows the energy of participants.

Variety

The process draws on a variety of learning methods, theoretical inputs, large and small group discussion, creative expression such as sculpting, writing, art, movement, simulations of real life dynamics, role plays and time for personal reflection.

Learning by doing

The programme aims to explore the development of community by creating a temporary learning community in the group itself. This affords participants a real-time experience of community building, informed by pieces of theory and opportunities to apply the workshop learning to real life.

Relevance

The programme aims to keep the real-life struggles of creating social transformation in the room. It offers the opportunity to tease out real life situations in the group.