



SCALE

FACILITATORS OF THE YEAR

2021 Cohort



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SCALE
Strengthening Capacity in Agriculture
Livelihoods and Environment



SCALE Facilitators of the Year Initiative

JANUARY 2022

The SCALE (Strengthening Capacity in Agriculture, Livelihoods, and Environment) Award's Facilitators of the Year Initiative recognizes and celebrates program staff who are facilitating agriculture, natural resource management, or alternative livelihoods-related activities around the world.

Program staff and community workers are on the frontlines of facilitating change in the communities where they work. Having technical knowledge is essential, but not enough on its own to lead to lasting change. Equally important are trust and respectful communication between program staff and community members, using adult education teaching methods and using participatory approaches.

We asked our community to nominate individuals working on USAID/Bureau for Humanitarian Assistance (BHA)-funded emergency or non-emergency activities who use engaging and participatory facilitation techniques, respectfully and actively listen to others and effectively draw on others' experiences.

These exceptional facilitators comprise the SCALE Facilitators of the Year 2021 Cohort and their top facilitation tips can be found in the following pages. Join us in celebrating them!

THE SCALE TEAM



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FACILITATORS OF THE YEAR

ALUKA IRENE

Apolou | Mercy Corps | Uganda



Irene works in the agriculture sector and her facilitation style is **eloquent, precise** and **knowledgeable**.

"I use participatory and interactive demonstration to help promote learning and keep participants engaged. Active listening is key when participants are presenting their concerns and motivates them to share ideas. Before introducing a new idea or skill, I often ask about their personal experience and knowledge to enable them to learn amongst themselves which improves their work."

BULISANI MLOTSHWA

Amalima Loko | The Organisation of Rural Associations for Progress (ORAP) | Zimbabwe

Bulisani works in the natural resource management sector and his facilitation style is **inclusive, simple** and **probing**.

"Always engage the quietest in the group, they usually have the most valuable points. Use the simplest and easiest language so that every participant feels comfortable."



CORINE BISOMERINE

FSP-Enyanya | Mercy Corps | DRC



Corine works in the natural resource management and agriculture sectors and her facilitation style is **passionate, courageous** and **dedicated**.

"Always support the group. Give confidence to its members to express their new ideas and try them out."



DESALEGN AKATITOLESSA

IFAA | Catholic Relief Services | Ethiopia

Desalegn works in the natural resource management, agriculture and alternative livelihoods sectors and his facilitation style is **dynamic, engaging** and **focused**.

"Always smile. Openly communicate with your audience, encourage them to reflect and react with full respect of their opinion. While facilitating, I like to use specific practical and successful intervention examples to praise some and alert the others, so that individuals who did well are encouraged and other teams will be motivated to do the same thing."

FLORENCE RANDARI

Apolou | Mercy Corps | Uganda

Florence works in the natural resource management, agriculture and alternative livelihoods sectors and her facilitation style is **inclusive, engaging** and **energetic**.

"My facilitation style is inclusive and results-orientated. I encourage every facilitator to understand their participants well to ensure maximum participation through use of appropriate techniques, and to dedicate more time pre-workshop to ensure that the outcomes and 'the how' is well-defined."



FORTUNE TAFIRENYIKA

Takunda | Environment Africa | Zimbabwe

Fortune works in the natural resource management and agriculture sectors and his facilitation style is **effective, empathetic** and **collaborative**.

"Always engage participants by calling them by their names. This will make them feel more comfortable. Also, be a quick translator when facilitating with people of mixed languages, and use simple, understandable words in their own language to make them value the discussion."





GASHAW MARYE KASSA

TRAIN/PReSERVE | Food for the Hungry | Ethiopia

Gashaw works in the agriculture sector and his facilitation style is **trustworthy** and **professional**.

"When facilitating, I use the following facilitation methods: encourage participants to share their experience with others; select a safe environment for training; make a discussion circle so participants can see each other; use simple and local language; listen actively when the participants speak; call participants by their name; and demonstrate possible ways to overcome their problems."

HERBERT OLINGA

Apolou | Mercy Corps | Uganda

Herbert works in the agriculture sector and his facilitation style is **sociable**, **clear** and **attentive**.

"Always put yourself in the shoes of the community or set of participants you are trying to influence and look at the world they live in from their perspective. This approach will reveal to you the barriers and potential catalysts of change that you can leverage for individual and community transformation."



ITOSKIT ITAMBWE KITULO

FSP-Enyanya | Mercy Corps | DRC

Itoskit works in the natural resource management and agriculture sectors and his facilitation style is **learning-focused** and **adaptive**.

"Rely on farmers' know-how to build much more resilient communities."

SCALE Facilitators of the Year 2021 Cohort



LOUISE SIBUSISO NKOMO

Amalima Loko | Dabane Trust- Water Workshops | Zimbabwe

Louise works in the natural resource management sector and her facilitation style is **articulate, confident and attentive**.

“Ground rules and clear objectives always create a safe environment for every person to contribute their thoughts and ideas.”

LUKIA NAGADYA

Graduating to Resilience Activity | AVSI Foundation | Uganda

Lukia works in the agriculture and alternative livelihoods sectors and her facilitation style is **impactful, credible and admirable**.

“My patience with participants and acceptance of skills makes the participants comfortable to share their views. By using relevant examples, I make my facilitations impactful and credible.”



MULONDA WABIWA LYDIE

FSP-Enyanya | Mercy Corps | DRC

Lydie works in the agriculture sector and her facilitation style is **attentive, collaborative and respectful**.

“Use participatory activities to make the training more engaging. Always know the names of the participants so that they feel more comfortable applying the learning-by-doing method.”





PATIENCE MURORA

Graduating to Resilience Activity | AVSI Foundation | Uganda

Patience works in the agriculture and alternative livelihoods sectors and her facilitation style is **confident, organized and effective.**

“With confidence and good knowledge of training content, I put participants into mini-groups for easy learning and interactive training sessions. This motivates them not to miss the next sessions but also to put into practice the skills they have learned.”

WALLELGN NEGASH KEBEDE

TRAIN/PReSERVE | Food for the Hungry | Ethiopia

Wallelgn works in the agriculture sector and his facilitation style is **diligent, empowering and persistent.**

“I always call people by name or preferred title and encourage them to share their ideas and opinions. I listen carefully and actively to what people tell me and show that I understand; observe their expressions and body language to see how well I am communicating; listen to their ideas; and give them a chance to discover answers and insights on their own.”





Resources

While facilitation abilities may come more naturally to some people, anyone can master the skills and techniques needed to become an excellent facilitator. Time, effort, mentorship and practice are essential, as are quality resources. Please find below a list of useful tools and guidance to help you hone your facilitation skills.

Distance and Blended Learning Guide: Parts 1 & 2

Parts 1 and 2 of the Distance and Blended Learning Guides “offer implementers and local partners the tools to transition their in-person trainings to a virtual format.” Accessible at: <https://usaidmomentum.org/resource/distance-learning-guide/>

Global Learning Partners: Shareable Resource Library

Global Learning Partners has an extensive resource library for individuals and organizations related to learning assessment, design, facilitation and evaluation. Their section on Facilitation has practical tip sheets for effective facilitation, co-facilitation, work with interpreters, time management, and more. Accessible at: <https://www.globallearningpartners.com/resources/shareable-resources/>

Make Me a Change Agent: An SBC Resource for WASH, Agriculture, and Livelihoods Activities

Lesson 4 of the Make Me a Change Agent (MMCA) guide is focused on Behavior Change through Effective Facilitation. With handouts on building blocks for effective facilitation, adult learning principles, and participatory activities, this resource is a great starting point for facilitators to learn more about effective facilitation skills. Accessible at: <https://www.fsnnetwork.org/resource/MMCA>

Permagarden Toolkit: Adult Education Training Resources

This document accompanies the Permagarden Technical Manual, and serves as a resource for trainers on adult learning and participatory training. It provides methods and tools to adjust Permagarden training plans for adult audiences. It covers topics such as learning styles, adult learning principles, energizers and constructive feedback. Accessible at: <https://www.fsnnetwork.org/resource/tops-permagarden-toolkit>

REALIZE: Social and Behavioral Change for Gender Equity and Diversity

This document contains a set of participatory and experiential activities that are designed to “encourage new thought and communication patterns that motivate people to change gender norms (and other types of societal norms) that impede the success of development programming – in health, agriculture, and other sectors.” Accessible at: <https://www.fsnnetwork.org/sites/default/files/REALIZE.pdf>

About SCALE

SCALE (Strengthening Capacity in Agriculture, Livelihoods, and Environment) is an initiative funded by USAID's Bureau for Humanitarian Assistance (BHA) and implemented by Mercy Corps in collaboration with Save the Children. SCALE aims to enhance the impact, sustainability and scalability of BHA-funded agriculture, natural resource management, and off-farm livelihood activities in emergency and development contexts.

Photography credits:

Front cover photo: Corinna Robbins/Mercy Corps, 2015.

Table of Contents photo: Ezra Millstein/Mercy Corps, 2018.

Back cover photo: Itoskit Itambwe Kitulo/Mercy Corps, 2021.

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Disclaimer:

This document is made possible by the generous support of the American people through the United States Agency for International Development (USAID). The contents are the responsibility of the SCALE Award and do not necessarily reflect the views of USAID or the United States Government.



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