



FROM TRAINEE

TO TRAINER



Please meet Ketevan Sulava, Programme Manager for Eastern Europe and Central Asia from Aflatoun International (the Netherlands). Ketevan is based in Amsterdam but works closely with a network of NGOs in Central Asia and Eastern Partnership countries including Georgia.

Aflatoun International is an international organisation that provides social and financial education to 4 million children and youth in 116 countries through its network of partner organisations. Partners include NGOs, INGOs, UNICEF, Ministries of Education, and other stakeholders. The organisation offers education programmes that combine social participation and financial planning. Children and young people are able to work in groups and plan their own activities. They get the opportunity to handle resources and carry out work that benefits their community.

INTEREST IN BECOMING A TRAINER

My desire to become a trainer was sparked by the amazing trainers I met while working for different NGOs in Georgia. *I was fascinated by the active learning methods the trainers used to create a learning environment that was engaging, interesting, and, at the same time, fun for adult learners.* I had the experience of conducting trainings for CSOs and facilitating workshops before joining the ToT programme but I wanted to develop my training skills further and gain new competencies.



TOT PROGRAMME OF THE PROJECT

The ToT programme definitely helped me develop new competencies and become a more effective and confident trainer on the needs of the CSO sector in Eastern Europe region. The ToT program covered a wide spectrum of topics, such as organizational assessment, financial management, fundraising, advocacy, change management, stakeholder management and etc. I found all these topics to be very relevant to my daily work.

As I reflect on the ToT Programme, I realize how much I have learned not only from the trainers but also from the fellow participants, as we worked a lot together during 4 intensive weeks. In addition to new skills and competencies, I have expanded my professional network and I am very excited to work together with these professionals on joint projects in the future. The inspiration that I received from my ToT peers is difficult to overestimate – the energy and ideas exchange was so powerful that it became one of the highlights of the ToT Programme for me.



DESIGNING A TRAINING PROJECT

I wanted to design a training project that would be tailored to the needs of the CSOs in Georgia. As I work a lot with the NGO sector in Georgia and constantly receive feedback from them on their organizational needs, I am aware of what trainings Georgian CSOs would mostly benefit from.

I decided to focus on the topic of advocacy for policy change specifically in the educational sector. It has been proven that educational policies tend to be more successful when educational authorities work together and with the support of local and international CSOs who have experience in delivering educational programmes. Thus, the aim of my training project was to equip CSOs with the necessary advocacy skills that would enable them to become effective players in Georgia's political life and contribute to the educational policy reform.



IMPLEMENTING A PROJECT – THEORY AND REALITY, LESSONS LEARNT

The training project has been a very rewarding experience for me even though it was challenging to wear several hats at the same time: the training organizer, the logistics manager, the content developer, and the trainer.

When delivering this training, I applied both my prior experience and the new competencies gained during the ToT programme – in particular, skills on facilitating workshops, conducting trainings, and interacting with large groups. I think I managed to meet the expectations and needs of 19 training participants from 8 NGOs. I designed the training sessions to be engaging, interactive, and applicable to the daily work of the NGOs representatives. I believe these were the key factors of why the feedback from the participants was so positive.

While working on the content for the training, I discovered many interesting methodologies and techniques on the topic of advocacy, and now I am planning to use them with the NGOs that my organization works with globally. I want to improve the training based on this experience and then replicate it for more organisations in my network.

I look forward to the future opportunities where I will be in the trainer's shoes again and to the perspective of working with more CSOs – both in Georgia and worldwide.



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