

## UKRAINE



## FROM TRAINEE

## TO TRAINER



*Please meet Oksana Bondar, Head of NGO “Vinnytsia Regional Centre for Information “Kreativ”(Ukraine).*

*The organisation encourages the development of the civil society in Ukraine by involving youth in various activities. The objectives of the activities are: to develop an active civic position of youth and contribute to the local community development.*

### INTEREST IN BECOMING A TRAINER

I have been working in the NGO sphere with young people for more than 10 years.

*Initially, I was a young leader myself but then, after some time, I got enough experience to teach young civil society activists and act in the capacity of a trainer. I felt that in that way I could make a bigger impact on young people.* So I acquired some training experience while working with the youth at the local level but I was looking for ways to expand my expertise and wanted

to gain new skills as a trainer at the international level. I am a member of the Ukrainian National Platform of the Civil Society Forum of the Eastern Partnership (Group 4 – “Contacts between People”), and it was from them that I learned about the “Training of Trainers” Programme (“the Programme”) implemented by the “Civil Society Dialogue for Progress” Project. *Since the content offered by the Programme perfectly corresponded with my needs at that time, I applied to become a Programme participant.*



## THE TOT PROGRAMME OF THE PROJECT

The Programme equipped me with new skills and knowledge on how to design and deliver trainings in a more efficient manner. I learned detailed step-by-step recommendations on what I need to do as a trainer for my training projects to succeed. Also, a very important outcome of the Programme is that *it inspired me to continue with my NGO's project “The School of Young Leaders” (“the School”) – in particular, I designed and decided to implement “The School of Young Leaders 2.0” since I received an incredible boost of energy, knowledge, and great ideas as a result of the Programme.*

## DESIGNING A TRAINING PROJECT

In the course of 2014-2015, our NGO implemented a project called “The School of Young Leaders” that aimed to develop youth activism. After the School was over, its graduates asked us to continue and organize “The School of Young Leaders 2.0” (“the School 2.0”). *They specifically requested to carry out new trainings on the topics that had not been covered before.*



We held a survey and, based on the needs of the future School 2.0 participants, came up with a plan to deliver trainings on organisational development. The training project (that I received a grant for after the Programme) helped make our plan a reality for 16 new youth leaders from the Vinnytsia region.

## IMPLEMENTING A PROJECT

The project aimed to foster the development of youth CSOs sustainability. The Programme graduates from Ukraine delivered 4 trainings within School 2.0. We also invited graduates of our previous School and representatives of local youth CSOs to share their experiences with the School 2.0 participants. As a result, our target audience learned a lot about internal and external factors of NGO sustainability, improved communication skills, practiced using leadership tools, understood citizen engagement better, explored how to develop a successful public campaign, recognized what lobbying/advocacy is, understood why strategic management is important for NGO etc. *Most of them mentioned that they had gained enough competencies and skills to develop next steps for personal and team development within their CSOs.*



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