

Leadership and Organizational Skills Training for Nepal Delegation

I. Duration of Visit: November 15 to December 13, 2011

II. Background of Participants: Twenty-six artisans members of SAARC Business Association for Home-based Workers (SABAH), Nepal

III. Objective of the Training:

The objectives of the training are to gain understanding how to work in communities and develop leadership skills of the members coming from a wide array of roles: leaders, deputy leaders, trainers, artisans, and marketing members within the artisan community. There was emphasis on capacity building of the participants forming community-based organization (CBOs) efficiently and its management in a sustainable manner that contributes to the empowerment of their society.

IV. Summary of Training:

The month long training was structured to provide field exposure visits promoting leadership development within the participants.

An orientation was given on the first few days of the training which provided an understanding of SEWA and its various structures: cooperatives, federations, associations, cooperatives, and companies. The core of the training was on leadership with focus on the importance of organizational management, understanding the different structures of collaboration, introduction of member-based organization, and formation of groups. The training also emphasized on the benefits of working collectively in groups, community-based organizations, and overall management of these community-based organizations. Discussion on leadership development was not complete without defining the many roles and responsibilities of a leader. This included discussion on roles of team head and facilitator, the importance of leadership in general, monitoring and record keeping at district and village level, and moreover, involvement of local level participation.

The team also attended training on micro-planning and participatory rural assessment (PRA). Attendance to the training enabled participants to understand how to create a village and develop community member profiles to address the issues of its people. They were also given financial management training that included bookkeeping and calculating cash flows. These are critical skills for their day-to-day work. The group learned how to develop business plans as well.

The methodologies used in delivery of the month-long training were done through numerous field and exposure visits to SEWA facilities and cooperatives. The interactive nature of learning allowed the participants to learn by doing and seeing first handedly, such as their visit to the SEWA Trade Facilitation Center (STFC). Activities and games were used as tools to actively involve the participants in the discussion and learning experience.

At the end of the training, the participants expressed that the great wealth of knowledge imparted to them by the sessions would be very useful upon their return to Nepal. They enjoyed the methodologies employed for training and were encouraged to be better leaders in their own organizations and roles. Many of the trainees felt that the month-long training was too short because they wanted to learn more. An important feedback from the delegation was that training material and sessions should have ideally been held in Nepalese to encourage participation and better understanding of the subject areas covered.

V. Feedback from Participants

Seeta Sulu: Jhaukhel cluster leader and knitting home-based worker

I learned how to proceed in my work and the way of doing things. Organizing has many advantages and the biggest advantage is that the most difficult job can be accomplished very easily when there is unity among the members. To move ahead in life, women have to save and have a life plan. Hard work can convert a barren land into beautiful one. The practical approach adopted in training members was something that I liked very much during the training. I would go back to Nepal and organize my members and start a branch like SEWA.

Purnima Shrestha: Artisan member, stitching

I liked the training given by SMS very much. The methodology adapted was very unique. We understood concepts with the help of games and visuals. Moreover every member got an opportunity to express herself. This has lifted the self-confidence of women to a great extent. I learned how to form groups and the way a leader should work for the group, how to develop schemes to uplift the women. I also learnt how to solve the problems of the village people. I am very thankful to SEWA that I got this opportunity to learn so many things which will be of great importance in my life.

Dev Maya Limbhu: Sample Weaver & leader for weavers' group

The most important thing that I learned that by being a part of the union enables one to have a powerful voice. I learned many new things in the training since I have not taken any training so far. I liked the PRA training in which the issues of the farmers were addressed quite well. I also learned how to do basic accounting. I am extremely thankful to SEWA Manager Ni School for giving such excellent training.

Ushaben:

I heard a lot about SEWA in Nepal but it is only after I visited Radhanpur district my belief that organizing has great powers has grown stronger. I am the only member in my village working for SABAH, but if I need to do more work in SABAH then I need to organize more members in my village.

VI. Snapshots from the Training



The participants discussing in small groups during their session.



Group presentation and discussion.



Interactive games and activities were played to encourage participation and bonding.



Participants were brought to different SEWA sites to meet with leaders and experts.



Group working on their PRA proposal for presentation.



Training sessions were also held beyond the four walls of the classroom to be close to nature.

