

# **WOPATA**

**Soya ni Pesa**

**Staff Training**

**Morogoro Region, Tanzania**

**May 6-11, 2016**

# Training Agenda

Friday, May 6 – Self-Assessment

Saturday, May 7 – Adult Learning Theory

Monday, May 8 – Facilitation Skills

Tuesday, May 9 – Organizational Development

Wednesday, May 10 – Leadership Development, Follow-up

# Self-Assessment

1. Personality Styles
  - A. Types of personalities
  - B. Why important
  - C. Working with different types of people

# Mamboya Cluster







# Rudewa Farmer Cluster



# Self-Assessment

## Presentations

1. Swain Personality Styles  
Duty, People, Now, Competence
2. Extroverts vs. Introverts

## Keep in Mind

1. We are not all the same
2. We all have many strengths
3. Do not “cubbyhole” people
4. Build on your strengths
5. All people have special abilities
6. Certain styles are not smarter or better than others
7. Be aware of your “style” biases and try to deal with them



# Adult Learning Theory



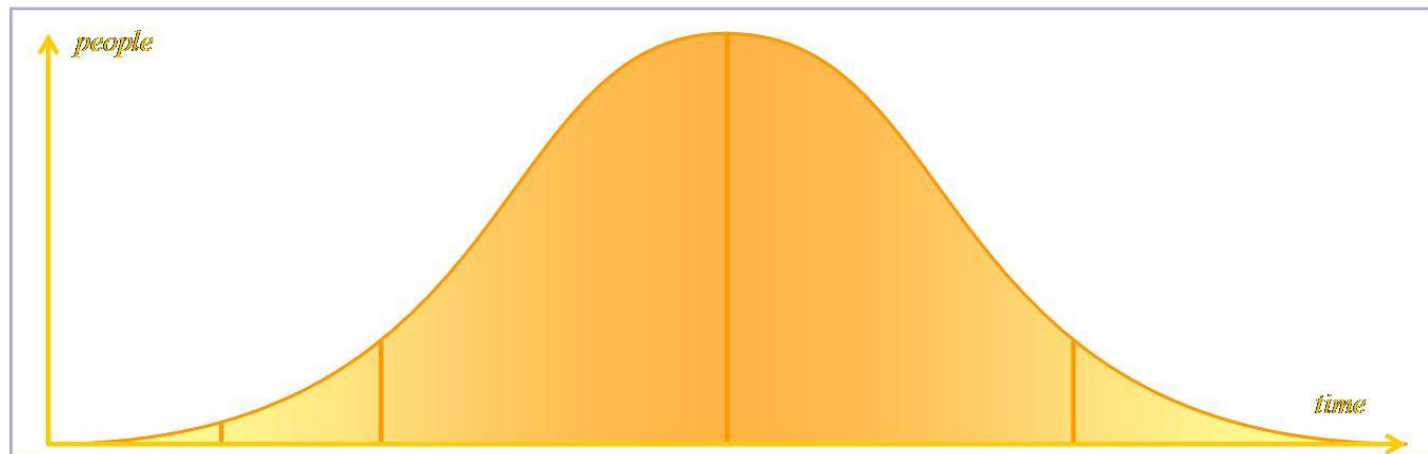
# Training group



# Adult Learning Styles

1. Auditory
2. Visual
3. Read/Write
4. Hands on

# Adoption Model



## **Innovators**

(2.5%) are risk takers who have the resources and desire to try new things, even if they fail

## **Early Adopters**

(13.5%) are selective about which technologies they start using. They are considered the “one to check in with” for new information and reduce others’ uncertainty about a new technology by adopting it.

## **Early Majority**

(34%) take their time before adopting a new idea. They are willing to embrace a new technology as long as they understand how it fits with their lives.

## **Late Majority**

(34%) adopt in reaction to peer pressure, emerging norms, or economic necessity. Most of the uncertainty around an idea must be resolved before they adopt.

## **Laggards**

(16%) are traditional and make decisions based on past experience. They are often economically unable to take risks on new ideas.

*Bryce Ryan & Neal Gross (1943)*

# Facilitation Skills

1. What is facilitation
2. Characteristics of a good facilitator  
Facilitator vs. Leader
3. Interventions  
Exercise

# Organizational Development

1. Why organize
2. Benefits of organizing

Which comes first – need or group?
3. Life-cycle of an organization
4. Effective organizations



# Leadership Development

1. Definition of a Leader

2. Types of Leadership

position/rights

permission/relationship

productive/results

people development/reproduction

personhood/respect

# Leadership Development

- 3. Qualities of an effective Leader
- 4. Leaders as agents of change
- 5. Shepherd vs. Cowboy example

# Observations

1. Field Officers/Staff are knowledgeable
2. Field Officers/Staff are hungry for skills acquisition, curriculum and tools
3. Field Officers/Staff need on-site observation, review and evaluation
4. Field Offices/Staff are enthusiastic and competent

# Recommendations

1. Follow-up on modules as identified by Field Officers/Staff
2. Conduct field visits to observe, review and evaluation performances
3. Training in using various facilitation/decision-making tools
4. Participatory Rural Appraisal
5. Evaluations

# WOPATA trainees



# Morogoro





# Bia na karanga



# The End

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