

FFLG-facilitator Introduction Course, Zanzibar FFLG2, 2016

- Training plan for a three module course (15 days)



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Module 1: 29 February to 4 March 2016

This module is the first out of three modules each lasting a week. The participants are 25 newly elected FFLG facilitators organized within UWAMWIMA. The facilitators have all been elected by their group to represent the group at the training. After the training, they will be the external facilitator for their group.

Objectives.

After completion of module 1 the participants

- understand the basic principles of the FFLG approach and are able to communicate them to their FFLG
- can perform their role as external facilitator in the FFLGs
- appreciate and acknowledge the rotational visits principle of the FFLGs
- understand the basic principles Organic Agriculture
- have been introduced to organic farming methods in general and to two specific organic farming technics

Host team:

The FFLG facilitators are split into 5 host teams. The host team of the day and the host team of the next day meets with the course facilitators after the training for evaluation and preparation of the coming day. The host team will facilitate the recap; introduce the program of the day and facilitator one module every day.

Day 1) 29 February, 2016

Topics: Welcome, Course introduction, FFLG introduction

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			Khamis
8:30-9:00	Opening remarks and introduction to the program of the day	<ol style="list-style-type: none"> 1) Each organisation welcomes and presents itself 2) Introduction to program of the day 	Short presentation	<ol style="list-style-type: none"> 1) Alban/ Noel/ Rehani/ Per 2) Khamis
9:00-10:30	Participants and course introduction	<ol style="list-style-type: none"> 1) Presentation of participants (What is your motivation to become a FFLG facilitator?) 2) Expectations of participants (What have you learned when you return home Friday?) 	<ol style="list-style-type: none"> 1) In pairs interviewing each other + introduce partner 2) Each writes 3 cards each with expectations 	Khamis/Per
10:30-11:00	Break			
11:00-12:45	Host team and course norms	<ol style="list-style-type: none"> 1) Project and course introduction 2) Role of host team and forming 5 host teams one for each day. 3) Course norms and code of conduct 	<ol style="list-style-type: none"> 1) Presentation and buzz groups 2) Short introduction and fruit mix 3) Buzz groups and joint summary 	<ol style="list-style-type: none"> 1) Khamis 2) Christine 3) Noel
12:45-14:00	Prayer/lunch			
14:00-15:15	Understanding the FFLG approach	<ol style="list-style-type: none"> 1) What are the benefits of working in your group today and what is missing? 2) What are the ideas behind the FFLG approach (Build trust, cooperation, mutual learning, speak with one voice, access to marked) and how can you practice it? 	<ol style="list-style-type: none"> 1) Increase the circle (list benefits and challenges) 2) Presentation 	Khamis/ Noel
15:15-15:30	Break			
15:30-16:30	FFLG benefits	<ol style="list-style-type: none"> 1) FFLG benefits and factors for success 	Presentation, interview Mcha and Tina and Magolis wheel	Christine/Khamis/Mcha/Tina

Day 2) Tuesday 1 March

Topics: Facilitator role, A meeting in a FFLG, OA introduction and differences to traditional farming

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap and introduction	1) Recap of yesterday's learning 2) Introduction to the Programme of the day		Host team
9:00-10:30	The role of the external facilitator	1) External facilitator: Duties, Responsibilities, what does a facilitator do? Qualities of a good external facilitator. The difference between a facilitator and a trainer. 2) What is the importance of the FFLG facilitator?	1) Presentation 2) Cut and mix	Khamis/Noel/Mcha/Tina
10:30-11:00	Break			
11:00-12:45	How to get started in your FFLG?	1) What is a good meeting? 2) Introduce FFLG approach to members and initiate FFLG meetings	1) Brainstorm in plenum 2) Role-play about first meeting in FFLG after FFLG facilitator training. Explain members about the FFLG concept and suggest discussion in the FFLG about how you will implement the FFLG. Split into 2 groups. 3) Reflection on role play	Khamis/Per
12:45-14:00	Prayer/lunch			
14:00-15:15	Organic Agriculture introduction	1) Which OA farming methods do you use yourself? 2) Principles of OA 3) Overview of OA farming methods	1) buzz groups and presentation 2)+3) Introduction	Noel
15:15-15:30	Break			

15:30-16:30	Differences between Organic and traditional farming	Prepare list of differences	1) Group work and casting votes on the major differences 2) Plenum discussion	Christine
Day 3) Wednesday 2 March				
Topics: Learning in FFLG, group work, pest management				
Time	Topic	Content and key issues	Training Methods	Facilitator (first mentioned is the lead)
8:00-8:30	Arrival and registration			
8:30-9:00	Recap and introduction	1) Recap of yesterday's learning 2) Introduction to the Programme of the day		Host team
9:00-10:30	Learning from rotational FFLG-visits	1) Introduction to rotational visits. 2) Benefits and challenges in rotational visits -What do you learn from visiting each other?	1) Presentation 2) Role-play: to convince a host farmer and her husband to open his farm for a FFLG visit. One FFLG facilitator, one host farmer family (wife, husband and teenage daughter) and the group chair 3) Reflection on role play	Khamis/Noel
10:30-11:00	Break			
11:00-12:45	What makes a group work together	1) Principles of working together in a group? 2) Benefits of organizing into a group?	To be decided	Host team
12:45-14:00	Prayer/lunch			
14:00-15:15	Pest management	Introduce one biological pesticide that will be useful for the participants	Practical field exercise	Noel
15:15-15:30	Break			
15:30-16:30	Pest management continued		Practical field exercise	Noel

Day 4) Thursday 3 March

Topics: Social capital, benefits and challenges in OA

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			Khamis
8:30-9:00	Recap and introduction	1) Recap of yesterday's learning 2) Introduction to the program of the day		Host team
9:00-9:30	Social capital in FFLG	1) Introduce Social Capital (define, compare to financial capital, advantages) 2) How to build trust and collaboration in a FFLG?	1) Presentation 2) Brainstorm	Khamis/Noel/Per
9:30-10:00	Break			
10:00-12:45	Rotational visit to host farmer	Agenda for rotational visit 1) Introduction to the farm 2) Practical work 3) Farmer families success stories and challenges 4) FFLG discuss solutions to challenges	Preparation: Identify host farm and agree on agenda especially success stories and challenges. Identify FFLG facilitator 1)+2)+3)+4)FFLG facilitator facilitate rotational visit	Noel/Khamis/Christina
12:45-14:00	Prayer/lunch			
14:00-15:15	Benefits and challenges in OA	????	E.g. as a debate between two or more groups	Christine
15:15-15:30	Break			
15:30-16:30	Nitrogen fixing plants	Visit to KATI mucuna field	Practical field exercise	Noel/Khamis

Day 5) Friday 4 March

Topics: Internal facilitator, sustainability of FFLG, inspiration for own FFLG, Winding up the course

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap and introduction	1) Recap of yesterday's learning 2) Introduction to the Programme of the day		Host team
9:00-10:30	Sustainability of a FFLG	1) Introduction to the role of the internal facilitator 2) How to develop from a FFS group into a sustainable FFLG group?	1) Presentation 2) Increase the circle	Khamis/Noel
10:30-11:00	Break			
11:00-12:30	What have the course inspired you to do your FFLG?	1) Participants share insights from the course and decides what each one will do in their FFLG	1) High five – what do I do when I go home? (individual) 2) Group presentation and discussion 3) Plenum presentation	Christine/Per
12:30-14:00	Prayer/lunch			
14:00-15:15	UWAMWIMA and TOAM facilitation and mentoring of the FFLGs	1) The role of UWAMWIMA and TOAM in facilitating and mentoring the groups 2) Facilitators expectations 3) Next step in the project (FFLG introduction in facilitators groups, mentoring and monitoring, next training, exchange visits)	Presentation and discussion in plenum	Khamis/Christine/Noel
15:15-15:30	Break			
15:30-16:30	Winding up the course	1) Course evaluation 2) Closing remarks	1) Buzz groups and plenum: What went well and what could be improved?	Khamis/Christine /Noel/Per/KATI

Module 2: 11 July to 15 July 2016

This module is the second out of three modules each lasting a week. The participants are 25 newly elected FFLG facilitators organized within UWAMWIMA. The facilitators have all been elected by their group to represent the group at the training and will after the training be the external facilitator for their group.

Objectives.

After completion of module 2 the external facilitators:

- Have been introduced to four methods to improve soil fertility such as organic manure, composting, mulching, intercropping, crop rotation
- Are familiar with the most common pest and diseases in tomatoes, egg plants and herbs and have measures to address the pest and diseases
- Are able to practice the basic principles of the FFLG approach and are able to use them in their FFLG
- Are capable of performing their role as external facilitator in the FFLGs
- Will implement the rotational visits principle of the FFLGs
- Understand the difference between Organic Agriculture and FFLG

Host team

The FFLG facilitators are split into 5 host teams. The host team of the day and the host team of the next day meets with the course facilitators after the training for evaluation and preparation of the coming day. The host team will facilitate the recap and one module every day.



Day 6) Monday 11 July , 2016**Topics: Welcome, Course introduction, FFLG introduction**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			Khamis
8:30-9:00	Opening remarks	Each organisation welcomes and presents itself	Short presentation	KATI/ Noel/ Rehani/ Per
9:00-10:30	FFLG Revisited-rotation visit & family involvement	Feedback from external facilitators	Group work and joint reflection among FFLG facilitators	Per/Khamis
10:30-11:00	Break			
11:00-12:45	Soil fertility – feeding the crops in OA through improving soil fertility	Introduction to soil fertility and technics to improve and maintain soil fertility <ul style="list-style-type: none">- What is soil fertility?- Why is soil fertility important in OA?- How to improve soil fertility?	Presentatation and group work	Noel
12:45-14:00	Prayer/lunch			
14:00-15:45	Practical on soil fertility	E.g. How to use organic manure to improve soil fertility	Field work on soil fertility	Noel/Khamis
15:45-16:15	Break			
16:15-17:00	Practical on soil fertility	E.g. How to use green manure to improve soil fertility	Field work on soil fertility	Noel/Khamis

Day 7) Tuesday 12 July 2016**Topics: Facilitator role, A meeting in a FFLG, OA introduction and differences to traditional farming**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	Revisiting the role of the External Facilitator	Participants reflect on their role as external facilitators and identify mutual learnings from the previous 4 months	Introduction and groups work	Per/Khamis
10:30-11:00	Break			
11:00-12:45	Agro-eco farming systems analysis to improve soil fertility	Participants draw their own farming system and presents to the group. Groups provides advise on how to improve soil fertility	Individual and in groups	Noel
12:45-14:00	Prayer/lunch			
14:00-15:45	Practical on soil fertility	E.g. How to use mulching to improve soil fertility?		Noel/Khamis
15:45-16:15	Break			
16:15-17:00	Practical on soil fertility	e.g How to use crop rotation to improve soil fertility?		Noel/Khamis

Day 8) Wednesday 13 July

Topics: Learning in FFLG, group work, pest management

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	FFLG Group governance	Key elements or pillars of group governance <ul style="list-style-type: none"> - Roles and responsibilities - Agenda and minutes - Regular meetings - Commitment from members 	Introduction and group exercise	Per/Khamis
10:30-11:00	Break			
11:00-12:45	Pest and diseases management	The three step approach to <ul style="list-style-type: none"> - Providing good growing conditions - encouraging natural control mechanisms - application of direct control measures Identify most important pest and diseases in tomatoes and egg plants	Introduction and group work	Noel
12:45-14:00	Prayer/lunch			
14:00-15:45	Practical on pest management	Case work: Participants <ul style="list-style-type: none"> - analyses KATI field to identify how the three step approach can be applied - come up with suggestions on how to improve this situation of pest or disease attacks in the crop 	Group work In KATI field	Noel/Khamis
15:45-16:15	Break			
16:15-17:00	Practical on pest management	Case work continued. The groups presents their solutions	Group work In KATI field	Noel/Khamis

Day 9) Thursday 14 July 2016**Topics: Social capital, benefits and challenges in OA**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-9:00	Leaving KATI			Khamis
9:00-12:45	Practical Permaculture Institute - Zanzibar	Introduction to Permaculture as a way to grow OA with a specific focus on soil fertility and pest and disease management	Field Visit Practical Permaculture Institute - Zanzibar	Khamis
12:45-14:00	Prayer/lunch			
14:00-16:15	Field work on pest/diseases mgt	<ol style="list-style-type: none">1. Introduction to Mwatima Juma farm2. Analyse the farm to identify methods implemented to improve soil fertility and pest and disease management3. Come up with suggestion on how to improve soil fertility and pest and disease management	Field Visit Mwatima Juma farm Group work and presentation	Noel/Khamis
16:15-17:00	Return to KATI			

Day 10) Friday 15 July March

Topics: Internal facilitator, sustainability of FFLG, inspiration for own FFLG, Winding up the course

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	Opportunities and challenges in the FFLG	<ul style="list-style-type: none"> - Introduction to constructive feed back rules. - Ext. facilitators identify opportunities and challenges in their FFLG and prepare her own work plan until next training in October. - Opportunities, challenges and work plan are presented in their group and receive good advice on how to address the opportunities and challenges 	Individual and groups work <ul style="list-style-type: none"> - Reflective teams 	Per/Christine
10:30-11:00	Break			
11:00-12:45	Water management	<ul style="list-style-type: none"> - Identify water management methods relevant for Zanzibar - Discuss advocacy strategies for access to water 	Suggestion: Invite resource person from MANR to introduce how FFLG can advocate for access to water	Noel/Khamis
12:45-14:00	Prayer/lunch			
14:00-15:45	Winding up the course	<ul style="list-style-type: none"> - Future activities for the facilitators initiated by the project - Evaluation - Closing remarks 		Khamis/Noel/Per
15:45	End of course			

Module 3: 10 October to 14 October 2016

This module is the third out of three modules each lasting a week. The participants are 25 FFLG facilitators organized within UWAMWIMA. The facilitators have all been elected by their group to represent the group at the training and will after the training be the external facilitator in their FFLG.

Objectives

After completion of module 3 the external facilitators:

- Can practice farm planning at their own farm and introduce farm planning in their FFLG.
- Have been introduced to farm record keeping as a way to improve farm planning
- Know the advocacy process and have identified issues for collective advocacy in their FFLG
- Understand the causes of soil erosion and methods to prevent soil erosion
- Are familiar with the principles and methods of sustainable water management

Host team

The FFLG facilitators are split into 5 host teams. The host team of the day and the host team of the next day meets with the course facilitators after the training for evaluation and preparation of the coming day. The host team will facilitate the recap and one module every day.



Day 11) Monday 10 October , 2016**Topics: FFLG revisited, Soil erosion and water management**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			Khamis
8:30-9:00	Opening remarks	Each organisation welcomes and presents itself	Short presentation	KATI/ Noel/ Rehani/Klaus/Per
9:00-10:30	FFLG Revisited-rotation visit & family involvement	Feedback from external facilitators	Group work and joint reflection among FFLG facilitators	Per/Khamis
10:30-11:00	Break			
11:00-12:45	Introduction to the planning cycle for farm Planning and tools in farm planning	What is farm planning og why is it important? The planning cycle for farm planning: Farm mapping, setting goals, action plan and evaluation Tools: Farm mapping, crop rotation and seasonal plan for crops	Group work on benefits of farm planning Plenum presentation Presentation Q&A	Noel/Per
12:45-14:00	Prayer/lunch			
14:00-15:45	Farm Mapping	Participants draw a farm map of their individual farm, identify challenges and set goals for the farm.	Two and two participants prepare flip chart to present	Noel/Per
15:45-16:15	Break			
16:15-17:00	Farm map and goal Presentation		Presentation	Noel/Per

Day 12) Tuesday 11 October 2016**Topics: Farm Planning and record keeping**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	Action plan for farm planning	Introduction to action plan, crop rotation and seasonal plan Develop an action plan for farm development including crop rotation and seasonal plan for selected crops	Presentation Group work	Noel/Klaus
10:30-11:00	Break			
11:00-12:45	Action plan for farm planning	Prepare flip chart of action plan	Group work Presentation	Host team
12:45-14:00	Prayer/lunch			
14:00-15:45	Introduction to farm record keeping	Why is record keeping important Develop format for farm record keeping for one cash crop	Group work on why record keeping is important? Short presentation Group prepare role play on the benefits of their format for farm record keeping	Khamis/Per
15:45-16:15	Break			
16:15-17:00	Record keeping	Groups present their format for farm record keeping	Role play	Host team

Day 13) Wednesday 12 October**Topics: FFLG Advocacy**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	Introduction to advocacy	Define advocacy The seven steps in an advocacy process Barriers for advocacy	Presentation and Q&A	Per/Khamis
10:30-11:00	Break			
11:00-12:45	Identifying issues for FFLG advocacy towards district authorities + advocacy action plan	Brainstorm Develop problem tree on identified advocacy issue	Group work and presentation	Per/Khamis
12:45-14:00	Prayer/lunch			
14:00-15:45	Advocacy action plan	Develop action plan for FFLG advocacy effort	Group work	Per/Khamis
15:45-16:15	Break			
16:15-17:00	Advocating for better roads to FFLG area	Role play on advocacy. Including FFLG group and representatives for local authorities		Host team

Day 14) Thursday 13 October**Topics: Soil erosion and water management**

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	Soil erosion	Soil erosion causes Organic methods for prevention of soil erosion	Brainstorm on causes for soil erosion Short presentation Q&A	Klaus/Noel
10:30-11:00	Break			
11:00-12:45	Water management	Identify key challenges in water management in Zanzibar How to optimize water management in OA? <ul style="list-style-type: none">• Approaches and methods	Group work Short presentation Q&A	Klaus/Noel
12:45-14:00	Prayer/lunch			
14:00-17:00	Proper soil and water management	Farmer explains how he practices proper soil and water management	Field trip	Host team

Day 15) Friday 14 October

Topics: Action plan development for FFLG,

<i>Time</i>	<i>Topic</i>	<i>Content and key issues</i>	<i>Training Methods</i>	<i>Facilitator (first mentioned is the lead)</i>
8:00-8:30	Arrival and registration			
8:30-9:00	Recap			Host team
9:00-10:30	FFLG consolidation	What are the benefits and challenges of FFLG?	Role play	Noel/Khamis
10:30-11:00	Break			
11:00-12:45	Future development and challenges in FFLG	Discussion on future development in the FFLGs and how to overcome challenges		Host team
12:45-14:00	Prayer/lunch			
14:00-15:45	Winding up the course	<ul style="list-style-type: none"> • Access to funds • Future activities for the facilitators initiated by the project • Evaluation • Closing remarks 		MANR representative Khamis/Noel/Per/Klaus
15:45	End of course			

