

Training Course: The Alternatives to Violence Project (AVP)



Have you been faced with a violent situation in life?
Did you wonder how you would resolve it?
Does violence always seem to create more violence?
Have you thought of alternatives to violence?
Would you like to know, the alternatives to violence?

Come and together with us learn how to;

- Manage strong feelings such as anger and fear
- Deal with more effectively with risks and danger
- Build good relationships with other people
- Communicate well in difficult situations
- Understand why conflict happens
- Build community and trust within the group
- Practice transforming conflict

Who is this training for?

Directors, HR Managers, HR Officers, Program Staff, Field Staff, All staff.

What will you take home?

- affirm ourselves and one another
- strengthen communication skills
- build cooperative relationships
- build community and trust within the group
- Practice transforming conflict

The Trainers

Bangirana Narcisio. He is an Alternatives to Violence Project (AVP) facilitator, mediator, conflict resolution and peace building consultant. Currently he manages the peace building project among refugees and host communities in Uganda which the Department implements with support from UNHCR, Uganda office.

Ninsiima Asenath is a former Diplomat who has worked on various government missions as Foreign Service Officer. She has also worked as a visiting lecturer of English at the National University of Rwanda. She is a seasoned trainer and training materials development consultant in the field of Peace building. She is the Advocacy and Networking Officer for AVP-Uganda which collaborates with peace building organizations within and outside of Uganda.

Mlay Sandrah is a Peace building practitioner with strong skills in facilitating trainings in various peace building models and conducting peace research. She has thirteen years' experience in the peace building field. She is a seasoned trainer in Alternatives to Violence Program (AVP) where she has facilitated in over thirty workshops with NGOs, Universities, Schools, Communities, Ex-combatants and Women groups.

Training Course: Challenges and Solutions at Intercultural Workplaces



Are you working in a multicultural setting?
Do you desire an effective team performance?
Do you want to build relationships and trust with professionals with other cultural backgrounds?
Do you face challenges motivating your intercultural team?
Do you want to build a robust experience and exposure from your multicultural team?

Come and together with us learn how to;

- Raise level of awareness on cultural differences stakeholders, partners or colleagues
- Build professional competence to act and behave culturally sensitive when working with people from other cultures
- Support stronger team understanding, cooperation and performance
- Build healthy and trustful relationships with partners and other stakeholders
- Explore dimensions of culture and culture mapping (theory)
- Research and map relevant cultures (own, partners, donors, stakeholders)

Who is this training for?

Directors, HR Managers, HR Officers, Program Staff, All staff.

Participants take home

- Enhanced awareness of cultural differences
- Ability to act and behave in a culturally sensitive manner
- Stronger team understanding, cooperation and performance
- Ability to build a healthy and trustworthy relationships with partners and stake holders

The Trainers

Mayke Harding is a consultant working with the International Development Cooperation, Mayke worked for a wide range of organisations: UN, Dutch Foreign Affairs (DGIS), INGO's, Civil Society organisations and consultancy firms across 5 different continents. Currently she is working as a freelance trainer/consultant operating from Kampala in organisational management and enterprise development. She has earned her merits working and leading multicultural teams and partnerships, in search for complementary and win-wins for lasting impact. To complement the above, Mayke has expertise in MSME development and inclusive business, capacity development and learning, organizational development and program management

Nicole Maarse is an independent consultant, trainer, translator and concept developer. She has consulting experience in Advisor HR strategy, policy, learning and development, Trainer communication, development, leadership, intercultural awareness, Team Development, manager HR and Development for Healthy Entrepreneurs. She has worked with Higher & Company/Leeuwendaal, Tu Delft, Uww/Employee, Insurance Agency – Ministry Of Social Affairs And Employment, Price water house coopers Advisory. To complete the above Nicole has a Master in Laws, from Leiden University, a Master of Science, Systems engineering, policy analysis and management and Research a Master's Thesis University of South Australia

Training Course: Resource Mobilisation/Fundraising



- Do you struggle to mobilize enough resources for your organization to ensure its smooth running?
- Are you battling to find new funding sources other than the usual suspects?
- Are you struggling to sustain a donor beyond one grant?

Course objective

- Learn about how to mobilize resources professionally and ensure that your organization meets all preconditions to be attractive for donors
- Find out about alternative sources of funding and practice your sales pitch
- Learn about interdependency of fundraising, organizational set-up and sustainability
- Participants know how to develop and work with a fundraising strategy and each step of the fundraising cycle

Training Content

- Developing a fundraising strategy
- Donor Relations
- Alternative funding

Who is this training for?

Directors, Fundraising Officers, Program Staff, Members of Board of Directors.

What will you take home?

- How to develop a fundraising strategy
- Preconditions to be attractive to donors
- Understanding each step of fundraising
- Know the steps of building a fundraising strategy
- Participants have developed their own elevator pitch to sell their organization to donors and businesses

The Trainer

Stefanie Pollender is a trainer, moderator and consultant with wide range of experience, fundraising and resource mobilization, strategic planning and customer relationship management among others. She has worked with Planning-, team- and stakeholder-workshops for GIZ Programs, Large and small group moderations in the USA, Middle East and Africa, Pollender also has experience in doing consultancies with civil society organizations in Uganda, Rwanda, and Zimbabwe and Lebanon. To complement the above MA in Psychology, MA in Intercultural Relations Trainer in Adult Learning Mediator and Change Manager. Pollender believes in positive attitude, appreciation, focus on solutions as the three pillars of her work.

Training Course: Healing and Rebuilding Our Communities (HROC)



Do you work with communities?
Do you see violent communities in peace again?
Have you wondered how to heal and rebuild communities?
Would you want to be part of the trauma recovery process for our communities?

Come and together learn how to;

- Understand violence, trauma and consequences
- Journey of healing in seeking forgiveness and reconciliation
- Recognize and understand trauma
- Deal with and heal from trauma and understand that life continues after a traumatic event
- Reconnect with their communities and to rebuild societies.

Who is this training for?

Directors, HR Managers, HR Officers, Program Staff, Program staff, all staff.

Participants take home

Participants will be equipped on the ways to deal more effectively with;

- shock that comes from threatening situations
- ways to manage strong emotions such as anger and fear
- Build good relationships with other people and
- Ways of communicating constructively in difficult situations

The Trainers

Bangirana Narcisio. He is an Alternatives to Violence Project (AVP) facilitator, Mediator and Conflict Resolution and Peace building consultant. Currently he manages the Peace building project among refugees and Host communities in Uganda which the Department implements with support from UNHCR, Uganda office.

Catherine Nankya. She is a recognized trainer/facilitator in Cross-Cultural Communication and Trauma Healing and Rebuilding our Communities (HROC). With experience conducting trainings in HROC with Ex-combatants, urban refugees of South Sudan origin, NGO leaders, Peace Bridge Association in Sudan and community members in Rwanda, She works as a project officer on a UNHCR supported project under the Department of Religion and Peace Studies, Makerere University.

Grace Kiconco Sirrah. She has more than twenty years' experience in participatory and experiential training in peace building skills. She has conducted AVP and HROC training workshops in prisons, refugee settlements, with ex-combatants and people in non-institutionalized communities.

Training Course: Human Resource Management and Personnel Development



People are a company's greatest and deciding assets. They are however also assets with unique and varying mind-sets, capacities and backgrounds. Moreover, they most of the time come across as rational beings, but underneath we find irrational drivers too, which may be even stronger.

Course objective

How do and can people determine the result of their organization?

What should HR do to add value to the organization and not cost a lot of money?

What does it take to be a good 'HR business partner'?

What can managers do to get the best out of their team?

What do employees need to grow, learn and contribute to the organizational result?

Training Content

- HR business partner model – Value proposition of HR (Ulrich)
- HR scan
- Performance management
- Return on learning

Who is this training for?

Professional staff of CSO's and NGO's, HR Directors, Managers, HR Officers.

What will you take home?

- A clear understanding of the relevant elements of Human Resources
- Ability to assess their organization
- Ability to set priorities and plan for improvement
- An enhanced insight into their personal profile and ways of working
- Formulated personal professional objectives and identified a growth path
- Lasting impact (prework, reflection, coaching, embedding in daily work)

The Trainers

Nicole Maarse is an independent consultant, trainer, translator and concept developer. She has consulting experience in Advisor HR strategy, policy, learning and development, Trainer communication, development, leadership, intercultural awareness, Team Development, manager HR and Development for Healthy Entrepreneurs. She has worked with Higher & Company/Leeuwendaal, Tu Delft, Uvw/Employee, Insurance Agency – Ministry Of Social Affairs And Employment, Price water house coopers Advisory. To complete the above Nicole has a Master in Laws, from Leiden University, a Master of Science, Systems engineering, policy analysis and management and Research a Master's Thesis University of South Australia

Mayke Harding is a consultant working with the International Development Cooperation, Mayke worked for a wide range of organisations: UN, Dutch Foreign Affairs (DGIS), INGO's, Civil Society organisations and consultancy firms across 5 different continents. Currently she is working as a freelance trainer/consultant operating from Kampala in organisational management and enterprise development. She has earned her merits working and leading multicultural teams and partnerships, in search for complementary and win-wins for lasting impact. To complement the above, Mayke has expertise in MSME development and inclusive business, capacity development and learning, organizational development and program management

Training Course: Disability Inclusion and Disability Inclusive Programming



Persons with disabilities are often sidelined or not specifically sought after as a target population for many livelihood programmes run by mainstream development organisations.

Despite expressing willingness to include persons with disabilities (sometimes, with a little push from donors) many mainstream organisations are not aware of how to put this into practice.

This training course aims to build knowledge and capacity on disability inclusion and handles specific aspects of disability inclusive programming.

Course objective

What are the basic facts & figures on disability in Uganda?

What are the drivers of exclusion and inclusion?

How do you personally relate to values of dignity and respect regarding persons with disabilities?

What are the key concepts of disability mainstreaming both at organizational and program level?

How can you efficiently plan, monitor and budget for disability inclusion?

Training Content

- Basic concepts on disability
- Showing respect and dignity
- Communicating with persons with disabilities
- Creating barrier free access
- Ensuring active participation
- Introduction to disability mainstreaming
- Steps in disability inclusive programming
- Implications for planning M&E and budget

What will you take home?

- A clear understanding of disability as well as facilitators and inhibitors of disability inclusion
- Knowledge on respectful terms and language around persons with disabilities
- Ability to effectively plan for, monitor and budget for disability inclusion in mainstream development programmes
- An enhanced insight into the lives of persons with disabilities and how their inclusion in mainstream programmes is not only achievable but could have a lasting impact on their lives
- Increased personal awareness on disability and communicating with persons with various types of disabilities

The Trainers

Anneke Maarse is a Disability Inclusion Advisor with Light for the World, a leading international disability and development organisation. She has extensive consulting experience in international cooperation, with a focus on strengthening the capacity of individuals and organizations on action learning, research and Participatory Monitoring and Evaluation. She has a passion for disability inclusion and has worked with Medical Committee Netherlands Vietnam, PSO, and conducted consultancy work for a wide range of local and international NGOs, as well as numerous communities, community-based organizations and government bodies.

Musa Mwambu is a Disability Inclusion Facilitator with Light for the World under the [Make 12.4% Work Initiative](#). He is also the National Representative for youth with disabilities on the National Youth Council and represents youth with visual impairments from the eastern region of Uganda on the Youth Committee of the Ugandan National Association of the Blind. As a young person living with a visual impairment, he brings years of life experience to the conversation on disability inclusion.

Robert Ssewagudde is a Disability Inclusion Facilitator with Light for the World under the Make 12.4% Work Initiative. He is also a Program Coordinator for East Africa with the International Deaf Education Advocacy and Leadership, Development Project Officer for Deaf Ministries International, Interim Contact Person for Africa Deaf Youth on the World Federation of the Deaf Youth and Youth Representative on the NUDIPU Board. These roles coupled with his life experience living with hearing impairment makes him a force to reckon with in the field of disability inclusion.

Training Course: CSO/NGO and Business Partnerships



Businesses and CSOs are beginning to realise the real value of partnering with some really long term and impactful development results. But these partnerships are easier said than done. CSO's and business partners are two types of institutions that still seem to lie in opposite ideological corners.

For CSOs and NGOs, there are many huge questions hovering over the slow growing crop of their partnerships: How do we partner with business? How do you get them interested in what we have to offer as a CSO or NGO? How do you make sure you will not lose your identity, as a CSO?

Course objective

- Participants in this course will develop a better understanding of business drivers and how partnering with business can help solving social and environmental issues.
- Participants in this course will build professional skills to start and manage partnerships with businesses.

Training Content

- Insights and challenges from real cases of Business-CSO partnerships
- Partnership management cycle
- CSO/NGO value proposition to business
- Understanding business modelling: short introduction to business model canvas

Who is this training for?

Professional staff of CSO's and NGO's engaged with partnership development and organisational strategy.

What will you take home?

- Awareness of business terminology, operations and needs
- Have been introduced to the partnership management cycle, including various tools
- Have developed an organisational value proposition for potential business partners

The Trainer

Mayke Harding is a consultant working with the International Development Cooperation, Mayke worked for a wide range of organisations: UN, Dutch Foreign Affairs (DGIS), INGO's, Civil Society organisations and consultancy firms across 5 different continents. Currently she is working as a freelance trainer/consultant operating from Kampala in organisational management and enterprise development. She has earned her merits working and leading multicultural teams and partnerships, in search for complementary and win-wins for lasting impact. To complement the above, Mayke has expertise in MSME development and inclusive business, capacity development and learning, organizational development and program management

Co -author of the [publication CSO & Business: Joint Agents for change](#)