

ITI South America, Part I May 2017 Evaluation Report

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MBBI's International Training Institute was held in Bogota in May 2017. Twenty-eight participants from six countries participated in the five-day training. An international group of trainers (Spain, Nicaragua, Colombia, Northern Ireland, US) developed and facilitated the training which focused on conflict transformation skills that the participants could use in their own work.

The evaluator was present throughout the week and utilized a number of tools to monitor/evaluate the training:

- Pre and post knowledge survey, conducted at the beginning and end of the training
- Observation notes, taken daily
- Daily opportunity for participants to note what they had learned and what was still unclear, comments collected
- Debrief session at the end of each day with trainers
- Evaluation of the training, completed by each participant

The observation notes and daily comments/questions from the participants have been organized and given to the trainers. These can be used both in the mentoring sessions to follow up on areas that may need more discussion as well as in planning for additional ITI cohorts in the future. The knowledge survey and training evaluation tools are attached.

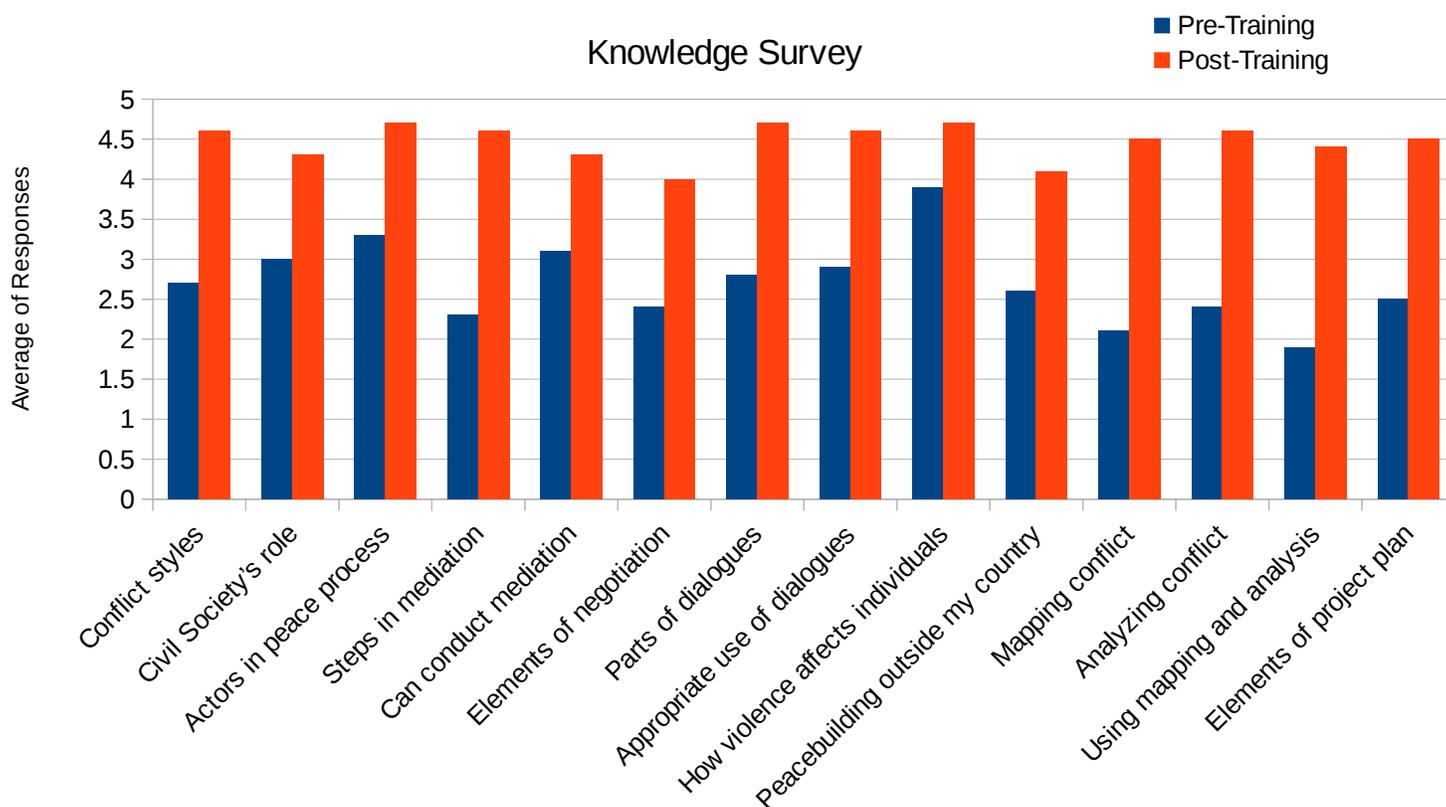
Knowledge survey

The knowledge survey included all of the topics that were addressed during the week and the participants were asked to rate their knowledge of each topic on a five-point scale, with 1 as knowing the least and 5 as knowing the most. The responses were their own perception of their knowledge, not a test of knowledge or skills of each topic. The surveys were completed by all the participants (28) at the beginning of the training and then again at the end of the training.

The chart below offers a quick view of how the participants, as a group, reported an increase in their knowledge for each of the topics addressed during the training. Additional findings from the survey were:

- the smallest increase was in their understanding of how violence affects individuals and communities – that was the topic they felt most knowledgeable about at the beginning of the training; all 28 participants rated themselves at either the 4 or 5 level of knowledge about this by the end of the training
- two other topics also had all 28 participants rating themselves at the 4 or 5 level at the end of the training: explaining the key steps in a mediation and naming key steps in analyzing a conflict

- the largest increase in knowledge was in their understanding of how to use conflict mapping and analysis to intervene in a conflict – that was the topic they felt least knowledgeable about at the beginning of the training

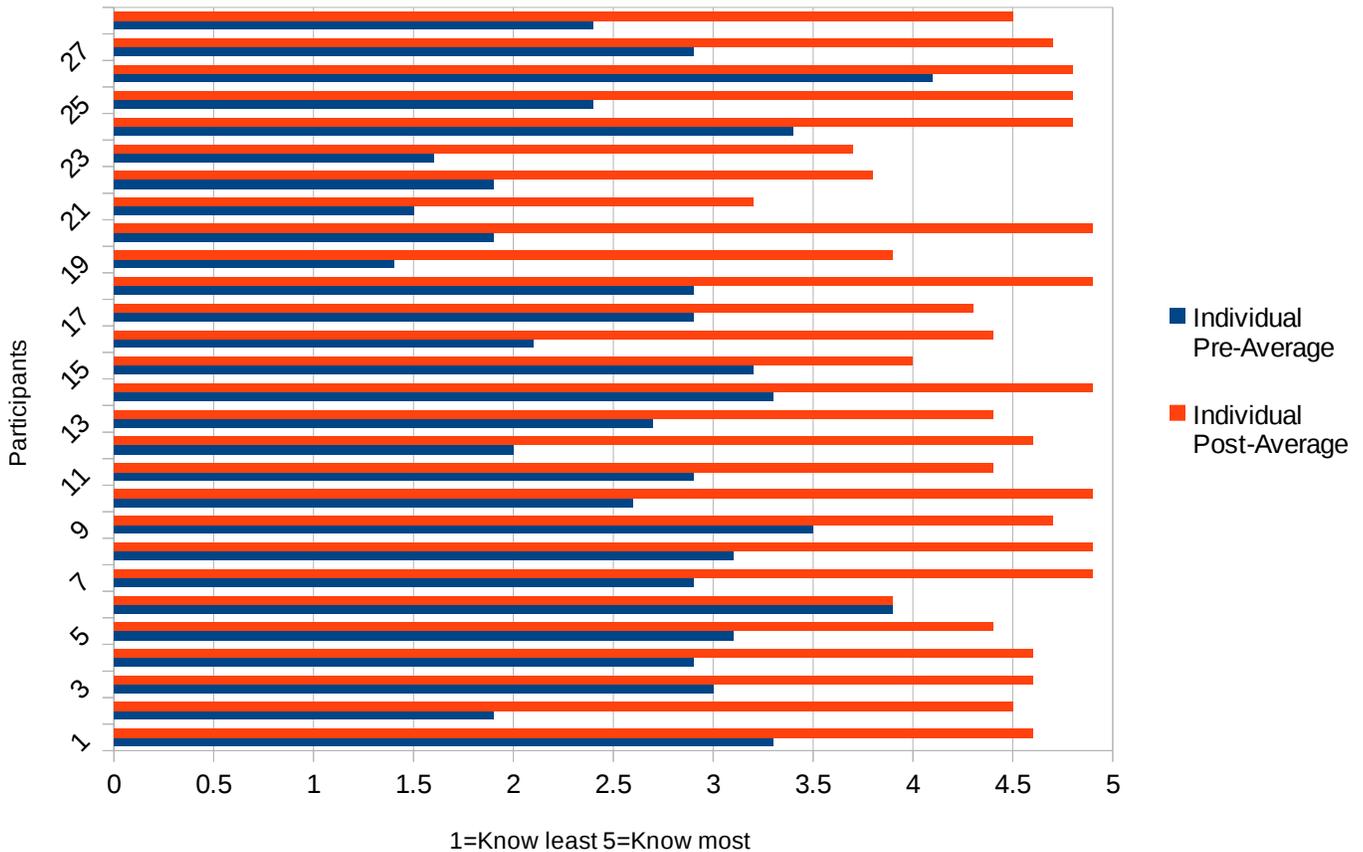


One of the overall shifts that took place during the training was that by the end of the participants felt they now had the ability/language to talk about the peacebuilding concepts addressed during the training. While they may have had some confidence in their ability, for example, to conduct a mediation, they weren't as sure about describing what all should be included. That changed by the end of the week.

One question included only at the end of the training asked the participants whether they had a new or significantly enhanced project to implement. The average response (on a 5-point scale) was 4.6. The mentoring that will occur over the next six to eight months is designed, in part, to provide ongoing support for the participants' work on those projects.

On an individual level, one person had no overall average change while at the other end of the spectrum, one person had a change from an average of 1.9 to an average of 4.9.

Individual Averages



Recommendation: While self-reported knowledge does not necessarily translate into skill, the information from this survey can provide a good basis for what the trainers can pay attention to during the mentoring phase of ITI. In addition, a similar survey can be conducted prior to the advanced training to determine which concepts have stayed strong in the participants and which ones may need a refresher.

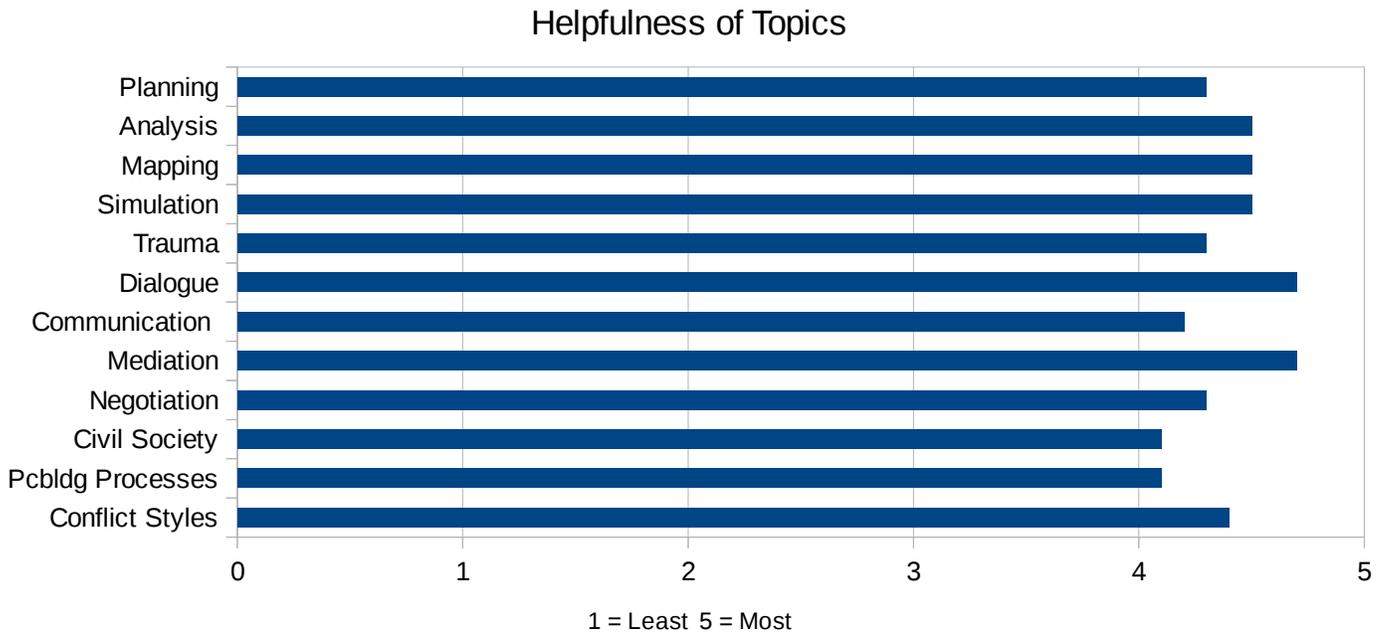
Training evaluation

On the last day of the training, the participants were asked to complete an evaluation of the week. This evaluation was designed to provide feedback to the trainers about what was useful, what went well, suggestions for changes, etc. All of the participants (28) completed an evaluation, though a few left questions unanswered.

Twenty-two participants thought that MBBI had clearly explained the purpose and content of the training before they came; five did not think the purpose and content were clear.

Regarding the specific topics that were addressed during the training,

participants were asked both how helpful each topic was and about the length of time spend on each. The chart below shows the average of the responses regarding how helpful each topic was. While clearly most people felt that all these topics were helpful to their work, the ones with the lowest averages tended to be topics that either had the least amount of time and/or possibly seemed the least relevant to the work these women are doing.



A number of the written comments regarding the topics addressed during the training provide more depth to this chart:

The most useful part for me was that of trauma, because I felt that it gave me the tools to understand more clearly the processes that other people go through. Likewise, I think it was so vivid that I really understood the whole process.

[Most useful was] The part of conflict analysis and graphic mapping of the conflict. In general everything was useful to be able to identify strengths and weaknesses in my mediation skills.

[Most useful was] Demonstration of dialogue and mediation. Understand integration dynamics and collaborative work.

Dialogue and mediation were the two topics mentioned the most often as being useful, though as can be seen from the sample comments above, other areas were also seen as relevant to the work the women do.

For many of the participants, more time could have been spent on a number of the topics. As can be seen from the chart below, the time spent on project planning, in particular, was rated as too short. Two-thirds of the

participants would have appreciated more time for the sessions on trauma and on communication.

Amount of Time Spent

	Too Much	Just right	Too Short
Conflict Styles		20	7
Pcbldg Processes		15	12
Civil Society	1	17	9
Negotiation		14	12
Mediation		17	10
Communication		8	18
Dialogue		19	8
Trauma		8	18
Simulation		14	13
Mapping	1	18	8
Analysis		17	10
Planning		4	23

The time in some activities was too long and in others it was very short, I hope for the next one, to be able to see more about the subjects that have been useful to me

I needed more time to deepen: Example the subject of trauma.

Dedicate more time to conflict resolution

I think I would put more examples and make more dynamics, maybe it would take more than a week.

Recommendation: While the project planning topic may be a natural for the mentoring sessions to spend time on, the trainers could also consider offering additional instruction on topics that would be of interest to those in their groups.

The percentage of the training that was new to the participants ranged from 30% to 100%.

Percentage	Number of Responses
30%	3
40%	2
50%	5
60%	4
70%	6
80%	3
90%	2
100%	3

Participants offered a variety of written feedback on the overall experience of the training. Regarding working with peacebuilders from other countries:

It was very interesting to hear other perspectives and discover that there are many things that are very similar in every country.

Very good, gives you a more general and globalized vision. It allows to open horizons and solidarity in common points and management.

Very enriching. Learning from the experience of others seems to me a very effective way of learning.

Some participants offered specific suggestions of how to change aspects of the training:

Start times should be respected (start with those that are) to be able to use all the time

I think we could improve the time for each activity because in some we ran and did not develop in its entirety.

Given the density of the content in all areas and the levels of emotional mobilization that they generated, I suggest evaluating the distribution of time and the generation of different spaces to facilitate body work, relax, etc ... in the middle of the sessions.

Regarding the logistics of the week, one area that generated comments from almost half of the participants was the need for more free time:

It was a lot of training time for a short time of relaxation. Being tough topics, we must have the independence to decide what we want to do in our free days / hours.

A space for more leisure time.

Extra activities (Sunday and Thursday) too exhausting

Given the number of people in the training and the different experiences, expertise, and expectations they brought to the training, the variations expressed in the evaluation are not too surprising. The trainers can use this information to continue to hone the focus on what ITI is offering and on who can most benefit from it.

Recommendation: Trainers could consider soliciting ideas from the participants regarding topics to address in the Advanced Training. Some of that training could be focused on working with smaller groups who have all expressed interest in a specific topic.

Next Steps

The participants now move into the mentoring phase of ITI, working within small groups each led by one of the trainers. These groups will meet virtually on a regular basis for the next 6 - 9 months, providing support, ideas, and coaching as each participant works on her identified project. Monitoring tools will be provided to the trainers so they can easily track who is participating and how the participants are progressing.

The Advanced Training week will be held early in 2018, bringing all the participants back together for additional work. Monitoring and evaluation tools will be adapted and developed for that final week of ITI for this cohort.

Congratulations to those who dreamed and worked hard to make this learning cycle possible, MBBI and Rotary for their valuable contributions to a better world.

**International Training Institute - South America, Part I
Knowledge Assessment May 7, 2017**

Please rate your knowledge or skill level by circling the number, with 5 as the highest:

I can name different individual conflict styles.

1 2 3 4 5

I can describe civil society's role in a peace process.

1 2 3 4 5

I can identify the key actors in a peace process.

1 2 3 4 5

I can explain the key steps in conducting a mediation process.

1 2 3 4 5

I feel confident in my ability to conduct a mediation.

1 2 3 4 5

I can describe elements of the peace negotiations process.

1 2 3 4 5

I can identify the key parts of conducting a dialogue.

1 2 3 4 5

I can explain when the use of dialogue is appropriate.

1 2 3 4 5

I can explain how violence affects individuals and communities.

1 2 3 4 5

I am aware of peacebuilding practices outside my country.

1 2 3 4 5

I can create a map of a conflict.

1 2 3 4 5

I can name some key steps in analyzing a conflict.

1 2 3 4 5

I know how to use conflict mapping and analysis to intervene in a conflict.

1 2 3 4 5

I can identify the key elements of an effective project plan.

1 2 3 4 5

I have a new or significantly enhanced project plan that I intend to implement this year.

1 2 3 4 5

International Training Institute - Latin America Part I Training Evaluation - May 12, 2017

Prior to coming to the training, did MBBI describe well the purpose and content?

Yes 1 No 2

How helpful were the sessions to the work you do / want to do?

	5 = Very helpful 1 = Not helpful <i>(Please circle one)</i>					The time for this session was: <i>(Please circle one)</i>
Personal Conflict Competencies & Styles	1	2	3	4	5	1 Too much 2 Just right 3 Too short
Peacebuilding Efforts						
Multi-track Peacebuilding	1	2	3	4	5	Too much Just right Too short
Role of Civil Society	1	2	3	4	5	Too much Just right Too short
Negotiation	1	2	3	4	5	Too much Just right Too short
Mediation Skills	1	2	3	4	5	Too much Just right Too short
Communication Skills	1	2	3	4	5	Too much Just right Too short
Dialogue Skills	1	2	3	4	5	Too much Just right Too short
Trauma and Conflict	1	2	3	4	5	Too much Just right Too short
Simulation/Role Plays	1	2	3	4	5	Too much Just right Too short
Conflict Mapping	1	2	3	4	5	Too much Just right Too short
Conflict Analysis	1	2	3	4	5	Too much Just right Too short

Project Planning	1	2	3	4	5	Too much	Just right	Too short
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(The following two answers should equal 100%)

How much of the training was new to you? ____%

How much of the training was a refresher of what you already knew? ____%

What part of the training was most useful?

What part of the training was least useful?

What is something you would suggest changing about the training?

What was it like working with peacebuilders from other countries?

Other comments about the week: