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The SCALE (Strengthening Capacity in Agriculture, Livelihoods, and Environment) Award’s Facilitators of the Year Initiative recognizes and celebrates program staff who are facilitating agriculture, natural resource management, or alternative livelihoods-related activities around the world.

Program staff and community workers are on the frontlines of facilitating change in the communities where they work. Having technical knowledge is essential, but not enough on its own to lead to lasting change. Equally important are trust and respectful communication between program staff and community members, using adult education teaching methods and using participatory approaches.

We asked our community to nominate individuals working on USAID/Bureau for Humanitarian Assistance (BHA)-funded emergency or non-emergency activities who use engaging and participatory facilitation techniques, respectfully and actively listen to others and effectively draw on others’ experiences.

These exceptional facilitators comprise the SCALE Facilitators of the Year 2021 Cohort and their top facilitation tips can be found in the following pages. Join us in celebrating them!

THE SCALE TEAM
THE COHORT

ALUKA IRENE | Apolou | Uganda  4
BULISANI MLOTSHWA | Amalima Loko | Zimbabwe  4
CORINE BISOMERINE | FSP-Enyanya | DRC  4
DESALEGN AKATI TOLESSA | IFAA | Ethiopia  5
FLORENCE RANDARI | Apolou | Uganda  5
FORTUNE TAFIRENYIKA | Takunda | Zimbabwe  5
GASHAW MARYE KASSA | TRAIN/PReSERVE | Ethiopia  6
HERBERT OLINGA | Apolou | Uganda  6
ITOSKIT ITAMBWE KITULO | FSP-Enyanya | DRC  6
LOUISE SIBUSISO NKOMO | Amalima Loko | Zimbabwe  7
LUKIA NAGADYA | Graduating to Resilience Activity | Uganda  7
MULONDA WABIWA LYDIE | FSP-Enyanya | DRC  7
PATIENCE MURORA | Graduating to Resilience Activity | Uganda  8
WALLELGN NEGASH KEBEDE | TRAIN/PReSERVE | Ethiopia  8
FACILITATORS OF THE YEAR

BULISANI MLOTSHWA
Amalima Loko | The Organisation of Rural Associations for Progress (ORAP) | Zimbabwe

Bulisani works in the natural resource management sector and his facilitation style is inclusive, simple and probing.

“Always engage the quietest in the group, they usually have the most valuable points. Use the simplest and easiest language so that every participant feels comfortable.”

ALUKA IRENE
Apolou | Mercy Corps | Uganda

Irene works in the agriculture sector and her facilitation style is eloquent, precise and knowledgeable.

“I use participatory and interactive demonstration to help promote learning and keep participants engaged. Active listening is key when participants are presenting their concerns and motivates them to share ideas. Before introducing a new idea or skill, I often ask about their personal experience and knowledge to enable them to learn amongst themselves which improves their work.”

CORINE BISOMERINE
FSP-Enyanya | Mercy Corps | DRC

Corine works in the natural resource management and agriculture sectors and her facilitation style is passionate, courageous and dedicated.

“Always support the group. Give confidence to its members to express their new ideas and try them out.”
Florence works in the natural resource management, agriculture and alternative livelihoods sectors and her facilitation style is inclusive, engaging and energetic.

“My facilitation style is inclusive and results-orientated. I encourage every facilitator to understand their participants well to ensure maximum participation through use of appropriate techniques, and to dedicate more time pre-workshop to ensure that the outcomes and ‘the how’ is well-defined.”

DESALEGN AKATI TOLESSA
IFAA | Catholic Relief Services | Ethiopia

Desalegn works in the natural resource management, agriculture and alternative livelihoods sectors and his facilitation style is dynamic, engaging and focused.

“Always smile. Openly communicate with your audience, encourage them to reflect and react with full respect of their opinion. While facilitating, I like to use specific practical and successful intervention examples to praise some and alert the others, so that individuals who did well are encouraged and other teams will be motivated to do the same thing.”

FLORENCE RANDARI
Apolou | Mercy Corps | Uganda

Florence works in the natural resource management, agriculture and alternative livelihoods sectors and her facilitation style is inclusive, engaging and energetic.

“My facilitation style is inclusive and results-orientated. I encourage every facilitator to understand their participants well to ensure maximum participation through use of appropriate techniques, and to dedicate more time pre-workshop to ensure that the outcomes and ‘the how’ is well-defined.”

FORTUNE TAFIRENYIKA
Takunda | Environment Africa | Zimbabwe

Fortune works in the natural resource management and agriculture sectors and his facilitation style is effective, empathetic and collaborative.

“Always engage participants by calling them by their names. This will make them feel more comfortable. Also, be a quick translator when facilitating with people of mixed languages, and use simple, understandable words in their own language to make them value the discussion.”
GASHAW MARYE KASSA  
*TRAIN/PReSERVE | Food for the Hungry | Ethiopia*  
Gashaw works in the agriculture sector and his facilitation style is **trustworthy** and **professional**. 
“When facilitating, I use the following facilitation methods: encourage participants to share their experience with others; select a safe environment for training; make a discussion circle so participants can see each other; use simple and local language; listen actively when the participants speak; call participants by their name; and demonstrate possible ways to overcome their problems.”

HERBERT OLINGA  
*Apolou | Mercy Corps | Uganda*  
Herbert works in the agriculture sector and his facilitation style is **sociable**, **clear** and **attentive**. 
“Always put yourself in the shoes of the community or set of participants you are trying to influence and look at the world they live in from their perspective. This approach will reveal to you the barriers and potential catalysts of change that you can leverage for individual and community transformation.”

ITOSKIT ITAMBWE KITULO  
*FSP-Enyanya | Mercy Corps | DRC*  
Itoskit works in the natural resource management and agriculture sectors and his facilitation style is **learning-focused** and **adaptive**. 
“Rely on farmers’ know-how to build much more resilient communities.”
LOUISE SIBUSISO NKOMO
Amalima Loko | Dabane Trust - Water Workshops | Zimbabwe

Louise works in the natural resource management sector and her facilitation style is articulate, confident and attentive.

“Ground rules and clear objectives always create a safe environment for every person to contribute their thoughts and ideas.”

LUKIA NAGADYA
Graduating to Resilience Activity | AVSI Foundation | Uganda

Lukia works in the agriculture and alternative livelihoods sectors and her facilitation style is impactful, credible and admirable.

“My patience with participants and acceptance of skills makes the participants comfortable to share their views. By using relevant examples, I make my facilitations impactful and credible.”

MULONDA WABIWA LYDIE
FSP-Enyanya | Mercy Corps | DRC

Lydie works in the agriculture sector and her facilitation style is attentive, collaborative and respectful.

“Use participatory activities to make the training more engaging. Always know the names of the participants so that they feel more comfortable applying the learning-by-doing method.”
WALLELGN NEGASH KEBEDE

TRAIN/PReSERVE | Food for the Hungry | Ethiopia

Wallelgn works in the agriculture sector and his facilitation style is diligent, empowering and persistent.

“I always call people by name or preferred title and encourage them to share their ideas and opinions. I listen carefully and actively to what people tell me and show that I understand; observe their expressions and body language to see how well I am communicating; listen to their ideas; and give them a chance to discover answers and insights on their own.”

PATIENCE MURORA

Graduating to Resilience Activity | AVSI Foundation | Uganda

Patience works in the agriculture and alternative livelihoods sectors and her facilitation style is confident, organized and effective.

“With confidence and good knowledge of training content, I put participants into mini-groups for easy learning and interactive training sessions. This motivates them not to miss the next sessions but also to put into practice the skills they have learned.”
Resources

While facilitation abilities may come more naturally to some people, anyone can master the skills and techniques needed to become an excellent facilitator. Time, effort, mentorship and practice are essential, as are quality resources. Please find below a list of useful tools and guidance to help you hone your facilitation skills.

**Distance and Blended Learning Guide: Parts 1 & 2**
Parts 1 and 2 of the Distance and Blended Learning Guides “offer implementers and local partners the tools to transition their in-person trainings to a virtual format.” Accessible at: [https://usaidmomentum.org/resource/distance-learning-guide/](https://usaidmomentum.org/resource/distance-learning-guide/)

**Global Learning Partners: Shareable Resource Library**
Global Learning Partners has an extensive resource library for individuals and organizations related to learning assessment, design, facilitation and evaluation. Their section on Facilitation has practical tip sheets for effective facilitation, co-facilitation, work with interpreters, time management, and more. Accessible at: [https://www.globallearningpartners.com/resources/shareable-resources/](https://www.globallearningpartners.com/resources/shareable-resources/)

**Make Me a Change Agent: An SBC Resource for WASH, Agriculture, and Livelihoods Activities**
Lesson 4 of the Make Me a Change Agent (MMCA) guide is focused on Behavior Change through Effective Facilitation. With handouts on building blocks for effective facilitation, adult learning principles, and participatory activities, this resource is a great starting point for facilitators to learn more about effective facilitation skills. Accessible at: [https://www.fsnnetwork.org/resource/MMCA](https://www.fsnnetwork.org/resource/MMCA)

**Permagarden Toolkit: Adult Education Training Resources**
This document accompanies the Permagarden Technical Manual, and serves as a resource for trainers on adult learning and participatory training. It provides methods and tools to adjust Permagarden training plans for adult audiences. It covers topics such as learning styles, adult learning principles, energizers and constructive feedback. Accessible at: [https://www.fsnnetwork.org/resource/tops-permagarden-toolkit](https://www.fsnnetwork.org/resource/tops-permagarden-toolkit)

**REALIZE: Social and Behavioral Change for Gender Equity and Diversity**
This document contains a set of participatory and experiential activities that are designed to “encourage new thought and communication patterns that motivate people to change gender norms (and other types of societal norms) that impede the success of development programming – in health, agriculture, and other sectors.” Accessible at: [https://www.fsnnetwork.org/sites/default/filesREALIZE.pdf](https://www.fsnnetwork.org/sites/default/filesREALIZE.pdf)
About SCALE
SCALE (Strengthening Capacity in Agriculture, Livelihoods, and Environment) is an initiative funded by USAID’s Bureau for Humanitarian Assistance (BHA) and implemented by Mercy Corps in collaboration with Save the Children. SCALE aims to enhance the impact, sustainability and scalability of BHA-funded agriculture, natural resource management, and off-farm livelihood activities in emergency and development contexts.

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