



SCALE

# FACILITATORS OF THE YEAR

2022 Cohort



**USAID**  
FROM THE AMERICAN PEOPLE



**SCALE**  
Strengthening Capacity in Agriculture  
Livelihoods and Environment



# SCALE Facilitators of the Year Initiative

OCTOBER 2022

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 2022 Cohort and their top facilitation tips can be found in the following pages. Join us in celebrating them!

THE SCALE TEAM



## THE COHORT

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# FACILITATORS OF THE YEAR



## AMENTI CHALI NEMERA

*Ifaa | Catholic Relief Services | Ethiopia*

Amenti works in the agriculture sector and his facilitation style is **knowledgeable, communicative** and **technically grounded**.

"I recommend having 1) an icebreaker to create a comfortable environment where trainees/participants share ideas and participate more fully in the event, and 2) team/group exercises related to the training topic."

## CHRISTIAN BYUMANINE G.

*FSP-Enyanya | Mercy Corps | DRC*

Christian works in the agriculture, natural resource management, and alternative livelihoods sectors and his facilitation style is **courageous, invested** and **creative**.

"Considering the establishment of a strong connection with participants and using facilitation methods based on actions to lead participants to stick to the change we want to see for more solid resilience."



## EVARISTE NDUMBI

*Budikadidi | Catholic Relief Services | DRC*

Evariste works in the agriculture sector and his facilitation style is led by **communication, coaching** and **reporting**.

"Active listening and empathy are the main elements of facilitation which help not only better understand participants but also respond appropriately to their concerns."





### FETIYA AHMED

*Ifaa | Catholic Relief Services | Ethiopia*

Fetiya works in the alternative livelihoods sector and her facilitation style is **communicative, flexible** and **technically grounded**.

"I believe everyone has something to contribute to a common goal. Hence, I always try to build a team and encourage participation when I facilitate. When facilitating, I encourage participants to share their experiences; I try to ensure the environment is safe, allow them to use a language they can easily speak, and listen to them actively."

### GODFREY MUVHUTI

*Takunda | Environment Africa | Zimbabwe*

Godfrey works in the agriculture and natural resource management sectors and his facilitation style is **dedicated, honest** and **hardworking**.

"Establishing the socio-economic, cultural and historical background of the training participants is key in identifying challenges and information which will assist in delivering quality and context-specific interventions to address their challenges"



### KEVIN MUGENYA

*Nawiri | Mercy Corps | Kenya*

Kevin works in the natural resource management and agriculture sectors and his facilitation style is **patient, dynamic** and **compassionate**.

"I believe facilitation is both an art and a science. Given that I facilitate complex resilience concepts, I try to use day-to-day examples that participants relate with. In addition, I strive to connect with participants by using non-verbal communication skills, knowing when to use silence or a pause during facilitation and when to ask questions as an enabler of engaging with participants."





### MÉDARD WALELU MBAYI

*Budikadidi | Catholic Relief Services | DRC*

Médard works in the agriculture sector and his facilitation style is **participative, technically grounded** and **empathetic**.

"I love working with the idea of meeting goals. I advise facilitators to be positive, objective and decisive, whilst putting the community in a position of personal trust, initiating participation activities to provide more attractive training so that they give their very best. To stimulate and encourage participants, I always like to say first of all a word of motivation, support, and trust."

### SYED ISHTIAQUE AHMED

*Nobo Jatra | World Vision Bangladesh | Bangladesh*

Syed works in the agriculture and alternative livelihoods sectors and his facilitation style is **effective, communicative** and **passionate**.

"I get to know program participants, learning from them about their drive as changemakers. Moreover, I try to remind participants of what they have achieved and visualize the results of their work accordingly."



### WILLIAM OBONYO OTOKE

*Apolou | Mercy Corps | Uganda*

William works in the agriculture sector and his facilitation style is **passionate, dedicated** and **positive**.

"Lead by example."





# 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.

## **Agents of Agricultural Change: Strengthening the Behaviour Change Skills of Agricultural Extension Staff and Volunteers**

This training module was developed for staff of agricultural departments and non-governmental organizations who work on agricultural extension in low-income countries. Its intention is to enable the staff to strengthen the communication and facilitation skills of people who promote good agricultural practices, such as extension workers and volunteers. The training focuses on ten key skills that help extension workers promote agricultural practices more effectively. Accessible at:

<https://usaidmomentum.org/resource/distance-learning-guide/>

## **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/>

## **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/>

## **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/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>

## 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 alternative livelihood activities in emergency and non-emergency contexts.

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