



## **Back to Office Report**

**Southern African AIDS Trust**

**Regional Skills Training Workshop-VIPP**

**To: DHAT -Botswana**

**CC: SAT Malawi, MANASO**

**Date: 14 October 2009**

## **Introduction**

This report follows up to the 5 days VIPP regional TOT workshop that took place from 28<sup>th</sup> September to 2 October 2009 at Shumba Valley and Conference Centre in the R512 road near Lanseria. The workshop drew sixteen participants from SAT partners in the southern African region, specifically: Malawi, Zambia, Zimbabwe, Mozambique, Tanzania and the hosting country –South Africa. The workshop facilitators were Dr. Herman J. Tillmann and Dr. Maria A. Salas from Germany.

The report also forms part of the country level assignment as agreed on the last day of the workshop where participants presented action plans. The Malawi team- composed of McDonald Sembereka from MANERELA+, Ishmael Nkosi from MANASO and Alinafe Namondwe from Hope for life. The team also agreed on three more action points which have been included in subsequent pages.

The team (in particular MANASO) is also grateful to DHAT Botswana and SAT Malawi for the support rendered during preparations to the workshop and also to SAT Regional Office in South Africa SWW for sponsoring participants to undergo such a unique training.

## **Program outline**

On the first day, the program had an all-inclusive line of sessions ranging from plenary, group work, individual tasks, exercises and assignments. Activities started at 8:30 am and ended around 9:00 pm with conventional breaks. On the second day, participants were introduced to VIPP facilitation skills followed by a facilitation exercise in plenary. The third day was dedicated to more group work facilitation tasks with emphasis on philosophies and roots of VIPP bound to planning for a facilitation session using VIPP methods.

Participants also developed facilitation sessions from which they learned how to plan, and build a VIPP facilitation scripts. Day four was dedicated to designing individual's activities and country level joint activities and presenting the plans to other participants. Day five was devoted to individual and country plans presentation, followed by final remarks and then certificate presentation.

## **Understanding VIPP**

VIPP emphasis much on active use of all human senses: of hearing, smelling, sight, etc. The approach breaks down the customary 'seminar culture where participants sit and listen or visualize a series of slides. VIPP employs interactive techniques between participants who generate various ideas through all senses which help participants reach consensus. Group work becomes more creative and more productive.

A VIPP session has utmost 12 steps with varied material content and requires independent time though some steps may fuse into other processes. Of great focus is the script which details every

activity in relation to time, mode of facilitation, VIPP tools, group dynamic levels and the responsible person. The script also saves time and eliminates confusion amongst facilitators.

## ACTION PLANS

As mentioned in the introduction, each participant was required to produce an action plan and it was emphasized that the planned activities should be executed in either October, November or December before the subsequent workshop in January 2010.

### 1. Individual plans

The team had different plans and my plan is/was:

1. Debrief MANASO and DHAT secretariat on VIPP
2. Lead in the integration of VIPP facilitation/training concepts in subsequent MANASO and DHAT training initiatives
3. Plan for a VIPP training session with DFID (MANASO) project beneficiaries (CSW, Prisoners and rural youth) focusing on advocacy towards increase of SRH services.

### 2. Country Action Plans



### Action Points

1. Report back to DHAT Botswana and SAT Malawi (report)
2. Form a core country VIPP facilitation team
3. Propose a SAT country partners training on VIPP
4. Conduct a SAT partners VIPP facilitation workshop

## **Regional Tasks:**

At regional level it was agreed that SAT would continue with grant making initiatives and would provide technical and methodological support to all partners and maintaining its communication and coordination roles.

## **Conclusion**

At country level, the Malawi team is thankful to SAT for considering their organisations to undergo such a lucrative training. In particular, MANASO also recognizes DHAT Botswana for considering a representative from MANASO, an enterprise which has further strengthened the relationship between the two organisations. The team (Ishmael, Macdonald and Alinafe) is confident that the knowledge gained from this initiative will be put to good use and will help in strengthening efforts geared towards supporting community responses to HIV and AIDS in Malawi, Botswana and beyond. At organizational level, I am thankful to MANASO for the support given during the training and I am sure that VIPP will be helpful to the organisations as it would make various training initiatives more participatory and more interesting.

It is in the hope of the VIPP team that as we progress in our various [MANASO, DHAT and SAT] programs and activities, there will be flexibility in our training endeavors by applying VIPP methods since VIPP cuts across all presentation functions ranging from trainings, meetings, workshop, FGDs and other group related activities.