PROGRAMME 2020

CIVIL SOCIETY ACADEMY

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COURSES
we offer throughout the year

COMPREHENSIVE COURSE TRANSFORM AND INSPIRE

Leadership in Civil Society: How to become an exceptional Civil Society Leader

Some civil society leaders are good, while far fewer are truly exceptional. This course helps you explore what exceptional civil society leaders do to make a difference. You will discover your mindset and develop a leadership agenda for yourself and your organisation.

» Explore history, concepts, and roles of civil society such as advocacy, empowerment, service delivery, social entrepreneurship and innovation
» Embark on an intensive journey to reflect on your leadership skills and attitudes - your organisational leadership, team leadership and self-leadership
» Address important leadership challenges, i.e. improve your communication skills, enhance your team and organisational performance, or redefine key strategies and processes

The course includes two workshops with a total of 11 training days as well as personalised coaching.

For whom: Leaders of civil society organisations and high-potentials who aspire to become a leader

Dates:
Africa | Module 1: 27 April - 02 May in Ethiopia
Africa | Module 2: 28 September - 02 October in Kenya
Asia | Module 1: 20 - 25 April in Nepal
Asia | Module 2: 21 - 25 September in Cambodia

FEES FOR THE COMPREHENSIVE COURSE INCLUDING 2 WORKSHOPS, ACCOMMODATION, MEALS, ONE-ON-ONE COACHING.

INTERNATIONAL NGOS € 2700/PERSON* NATIONAL NGOS € 1500/PERSON*

* 10% EARLY BIRD AND GROUP Discounts ARE AVAILABLE

FOCUS TRAININGS PRACTICAL & INSPIRING

Organisational Development for Civil Society: Redefine strategies for your organisation

During this 4-day training you will explore key concepts, processes, and tools of organizational development (OD) which is crucial to bring about true change in your organisation.

» Explore the key concepts of leadership and management
» Learn about different concepts of organisational development
» Make your organisation fit and impactful in a fast changing world

For whom: Board members and executive directors of civil society organisations, civil society enthusiasts with an interest in facilitating trainings on organisational development

Dates:
09 - 12 March in Thailand 23 - 26 June in Rwanda
21 - 24 April in Ethiopia 03 - 06 August in Myanmar
Leadership and Team Management: Develop yourself and a high-performing team

Examine the intensive and powerful role that leadership plays in you, your team and your organisation. During this 4-day training you will learn the key concepts of leadership and team management which will enable you to lead better, stimulate team spirit and enhance team performance.

» Develop yourself, your team and organisational leadership
» Reflect on your organisation’s vision, strategies, and values
» Improve your team’s performance, ignite ideas and inspire action

For whom: Everyone in leading position and young emerging leaders, everyone who leads a team or aspires to become a team leader

Dates:
27 - 30 January in Myanmar
11 - 14 February in Ethiopia
07 - 10 April in India
01 - 04 June in Nepal
23 - 26 June in Thailand
11 - 14 August in Bangladesh
13 - 16 October in Uganda
10 - 13 November in Benin (French)
23 - 26 November in Cambodia

Leadership and Team Management (Course for Women only)

During this 4-day training you will learn the key concepts of leadership and team management which will enable you to lead better, stimulate team spirit and enhance team performance.

» Reflect on your vision, strategies, and values
» Develop yourself, your team and organisational leadership
» Connect tasks and people, ignite ideas and inspire action

For whom: Women in leading positions and young emerging female leaders, women who lead teams or aspire to become a team leader

Dates:
13 - 16 October in India

Fundraising for Civil Society: Develop your own sustainable revenue model

Fundraising is not at all about proposal writing only. It is by far more than that. This 4-day training will introduce you to the fundamentals of fundraising. Equipped with new innovative tools, you will be able to implement successful fundraising campaigns and achieve measurable results.

» Explore the concept of fundraising and its different areas
» Learn how to identify and approach new funding opportunities
» Develop a promising fundraising strategy and action plan

For whom: Civil society actors working on fundraising, CSR managers

Dates:
25 - 28 February in Nepal
31 March - 03 April in Cambodia
23 - 26 June in Kenya
29 June - 02 July in Ethiopia
01 - 04 December in India
Skills for Better Cooperation: Be able to express yourself and to understand others

During this 4-day training you will learn the key concepts of cooperation and communication which will help you perform better as a leader, team member and human being.

- Learn how to demonstrate respect for the opinions, expertise, and experience of others
- Explore the art of active listening, powerful questioning and empathy
- Reflect on your speaking habits, your body language, and your trigger points

For whom: Everyone in leading position and young emerging leaders, everyone who leads a team or aspires to become a team leader

Dates:
21 - 24 January in Thailand
10 - 13 November in India

Multi-Actor Partnerships (MAP): Solving broad challenges through partnerships

During this 4-day training you will get profound, interdisciplinary and inter-sectoral knowledge and learn practical tools to design, facilitate and lead MAP processes and bring about transformational change for the common good.

- Discover the main phases of MAP and learn about success factors of MAP
- Apply tools to analyse your stakeholders in depth
- Understand complexity and embrace systemic change
- Apply adaptive and agile management methods
- Reflect on the human dimension of MAP

For whom: Everyone who is currently involved in a MAP or will become a member of a MAP

Dates:
03 - 06 March in India

Training of Facilitators: How to become an inspiring facilitator

During this 4-day training, you will significantly improve your capacities to develop, facilitate and manage training workshops and learn about the theory and practices of facilitation.

- Discover interesting and useful facilitation tools and methods
- Develop a promising action plan and have clear ideas to prepare and facilitate trainings and workshops based on adult learning principles

For Whom: Everyone working as trainers and facilitators in civil society organisations and others working in civil society who wish to learn facilitation skills

Dates:
24 - 27 March in Ethiopia
14 - 17 December in Thailand
17 - 20 August in Bangladesh
**Social Entrepreneurship and Innovation:** Develop your idea into a social enterprise

During this 4-day training, we will reflect together on social entrepreneurship, and practically develop your social start-up ideas. Using powerful processes, such as design thinking and business modelling, we take you through the phases of a social start-up: from ideation to concept, from piloting to developing a scalable business model.

» Discover the entrepreneurial spirit in you and apply design thinking principles to generate ideas
» Prototype your idea and develop experiences to test your assumptions at a fast pace
» Meet with agile social entrepreneurs and network with like-minded people

**For whom:** Social entrepreneurs and innovators, managers of projects or programmes

**Dates:**
- 02 - 05 June in Ethiopia
- 22 - 25 September in India

**Rights-based Approach:** Make the state work for the poor

During this 4-day training you will explore the different concepts of rights-based approach including advocacy and social accountability. You will be better equipped to lobby and advocate for the rights of the citizens, especially the poor.

» Learn about the theory and practice of right-based approach
» Discover powerful tools and strategies
» Analyse success stories and develop a promising action plan

**For whom:** Mid and senior level staff of civil society organisations and civil society enthusiasts, interested to work on rights based approach and advocacy.

**Dates:**
- 17 - 20 February in Ethiopia
- 26 - 29 May in Nepal
- 08 - 11 December in Myanmar

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**SOCIAL INNOVATION CHALLENGE**

**IDEAS AGAINST HUNGER AND SOCIAL INJUSTICE**

At CSA, we believe that innovation is the key to unlock new promising ideas to combat hunger and social injustice. Over the years we have developed a strong reputation for strengthening and deepening local participative social innovation processes.

In November 2018, we launched a call for innovators to globally attract the most creative people with a passion for Social Justice. After a careful selection process, an innovation camp and 2 pitches, we are now supporting 4 innovators from Uganda, Nepal, France, and South Africa to pilot their ideas.

**More details:**
[www.civilsocietyacademy.org/social-innovation](http://www.civilsocietyacademy.org/social-innovation)
NEW IN 2020

Impact Models: Re-imagine the way you create impact

While everyone talks about business models and the ways they change the world, models that do not embrace profit-making are taking a back seat. But what about the way impact was created by Martin Luther King, Gandhi, Raiffeisen, Robert Owen, Robert Chambers, Julian Assange or Greta Thunberg? Yes, they changed the world, too! Probably more than Henry Ford and Steve Jobs. During this 3-day workshop, we will:

» Explore 100 impact models of social pioneers, their goals, target groups and strategies on creating impact and mobilising resources
» Analyse the current way you create impact, and
» Take you through a journey to re-imagine your personal and organisational impact model

For whom: For leaders of formal and informal civil society organisations, organisational development experts and practitioners

Dates: 28 - 30 July in Germany

Increase your awareness: Reconnect to your-self, people, and the environment

Being a social pioneer, civil society leader, activist or development enthusiast means dealing with yourself, people and an environment. Civil society is not a technical space. It’s not only about operational excellence. Awareness and self-reflection are as crucial for your engagement in civil society. During this 3-day workshop in an outdoor-setting, we will put you in your stretch-zone and get you out of your daily routine. We need to be more empathetic and take responsibility.

» You will learn different constructs and concepts (i.e. emotional intelligence) of analysing awareness, empathy and responsibility
» You will reflect on your own awareness through adventure activities
» You will gain new attitudes and transfer these to your civil society engagement

For whom: Everyone working in civil society organisations and likes to be out of the comfort zone to reflect and learn new awareness skills

Dates: 08 - 10 June in Germany

FEES FOR ALL NEW TRAINING COURSES

INCLUDING TRAINING, MATERIALS, LUNCH AND COFFEE BREAKS. TRAININGS ARE NOT RESIDENTIAL

INTERNATIONAL NGOS € 450/PERSON*
NATIONAL NGOS € 250/PERSON*

* 10% EARLY BIRD AND GROUP DISCOUNTS ARE AVAILABLE
Established in 2019, the Leadership Forum is an essential symposium for Civil Society Dialogues. The event brings together eminent global experts and thought leaders as keynote speakers and panellists to discuss and share new ideas related to responsibility and value-based leadership, shifting of paradigms with a focus on “Us” involving heart, mind, and energy.

**Leadership Forum in 2020/2021:**
Dates to be announced: participation by invite only.

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**Power to Community Leaders:** Building sustainable communities for social change

Community leaders working with Community-based Organisations (CBOs) e.g. Women Self-Help Groups, Farmer Producer Organisations play a central role in developing communities. However, the leaders of these groups face diverse challenges - especially when it comes to fulfilling their role as inspiring and value-based leaders. As a result, CBOs often fail, and opportunities are missed.

If you work with community leaders, then ‘Power to Community Leaders’ is a must-attend training for the trainers and facilitators of your organisation. Civil Society Academy’s newly developed programme takes inspiration from design thinking and coaching principles, and it puts the target groups and users in the centre of the process.

‘Power to Community Leaders’ takes a step by step approach through the three stages of the training. First stage focusses on the ‘doing level’, helping the community leaders to achieve higher performance and sustainability of their CBOs. The second stage takes up the ‘being issues’, understanding yourself, your personal values and developing critical skills as a leader. The third stage facilitates transformational change where community leaders overcome barriers, communicate effectively to inspire people and trigger changes. The three stages are integrated through a coaching module and an unconference at the end to celebrate excellent leadership, show solidarity, and network with like-minded people.

During this two-phase training of 5 days each, the facilitator will be equipped with the key concepts and tools to guide the three stages of the Community Leadership Programme together with coaching.

Benefits:
- A well-designed and tested solution, ready for implementation
- A pool of trainers and coaches who champion in promoting community leadership
- More sustainability of your project results as community leaders take charge of CBOs
- Multiplier effect as community leaders groom others as leaders and act as role models

**For whom:** Civil Society Organisations working with communities

**Contact us for more details:** subhankar@civilsocietyacademy.org

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I benefited a lot from the training. I never had the time to self reflect. The facilitator helped me to discover my inner strength. It’s important to improve yourself to bring changes around you. I fought against the corrupt system for the first time to get my pension. I once confronted a clerk who asked for a bribe from me.

Sunita, Community Leader, Uttar Pradesh, India. Course: Power to Community Leaders

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**LEADERSHIP FORUM**

**A PLATFORM FOR INNOVATIVE IDEAS, STRATEGIES, AND NETWORKING**

Established in 2019, the Leadership Forum is an essential symposium for Civil Society Dialogues. The event brings together eminent global experts and thought leaders as keynote speakers and panellists to discuss and share new ideas related to responsibility and value-based leadership, shifting of paradigms with a focus on “Us” involving heart, mind, and energy.

**Leadership Forum in 2020/2021:**
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WHY?
We exist

We have a dream.
To make social justice happen, the world needs more social pioneers & civil society leaders, activists & development enthusiasts.
- we support you!

HOW?
We work

We understand your challenges.
We inspire, motivate & coach you to generate superpowers, together.
We are a passionate team and work with some of the best facilitators.

WHAT?
We offer

We equip you with super-tools through excellent capacity and talent development.
All our trainings and processes are participatory, reflective and foster a creative dialogue with like-minded people.

CSA is a fast-growing social start-up initiated by Welthungerhilfe. We believe in Social Justice, Collaboration, Creativity, Empathy, Ownership, and Top Quality. We prioritize working with high-potential & high-impact people and organisations. This is who we are:
Tailor-made Support

Our tailor-made support is based on an in-depth engagement with your organisation. We provide top-quality services at affordable rates. The services include training, process facilitation as well as coaching.

OUR OFFERS

Organisational Development (OD)

You require support for your strategy? Your organisation needs a creative reboot, or you want to change your operating system? The efficiency and agility of your processes and teams are a concern, or you struggle to get the people you want?

We currently facilitate organisational processes in a dozen Civil Society Organisations of different sizes and in different contexts. We listen, empathize, and use state of the art tools to broaden your horizon and bring you on the journey you envision to unfold.

Leadership Coaching

We develop your leadership one-on-one. Coaching has become a viable option for many businesses and organisations. And nowadays it is becoming increasingly important in civil society. Coaching is individualized and specifically tailored to the person. We can coach you! We can unlock your potential to maximize your own performance for social change.

Develop a high performing team

A great team in civil society is not just a group of individuals: how a team works together is actually more important than who’s on the team. Team building workshops are a really effective process to get team members working effectively together, aligned behind a clear vision, with defined values, goals and roles. We can design and facilitate suitable team building workshops for you. We are creative and we work with modern methodologies combining indoor and outdoor activities.

Collaboration and Multi-Actor Partnerships (MAP)

For Civil Society Organisations, Multi-Actor Partnerships (MAPs) can be an innovative and effective way of advocating and engaging with the state and private sector in order to achieve socio-change. However, this engagement requires new ways of collaboration and management. At present, we support various organisations in five African countries to establish MAPs related to health and land rights. We facilitate trainings and key events, and coach teams to move forward decisively.

Social Innovation

You still wonder about the buzz? Managing quick and agile innovation and scaling processes has definitely replaced old-school research and development, also in many NGOs. If you want your organisation to stay ahead of the game and master future challenges, you have to adapt!

We have supported very creative and successful design and innovation processes and have expertise in taking pilots to scale. We can help you develop innovations, make piloting and scaling become key processes in your organisation.

Rights-based Programming

If you want to move your programmes from the welfare approach, or an outdated community development approach towards a rights-based approach, we are the right people to support you.

We are passionate about human rights: We can help you and your teams shift your programmes and introduce you to an array of effective advocacy and social accountability tools.

CONTACT US:

www.civilsocietyacademy.org
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twitter.com/CSA_globe

The Civil Society Academy has taken on an incredibly important role in advancing socio-economic rights through systematic trainings and creating a cadre of dedicated trainers and facilitators in the global south. The focus on South Asia is much needed and the convening power of CSA is critical for capacity building on rights-based development.

Biraj Patnaik - Regional Director South Asia, Amnesty International

The training provided a variety of good tools and it has given me new insights and instruments to apply to my everyday work as a leader. I particularly enjoyed the exercise on deriving our own core values.

Sofia Olsson - Country Director, Finn Church Aid Nepal.
Course: Leadership and Team Management

Both relevant and inspiring, the training met all my expectations, both in terms of the content of the modules developed and the quality of the facilitation.

Far from the traditional approaches with PowerPoint presentations (PPP), the participatory and interactive methodology allowed in the end a real capacity building and for everyone to discover in themselves the exceptional leadership qualities and to practice them on a daily basis.

Dr Soumaïlia Diamoye - Coordinateur Régional, Bureau Tombouctou WHH-Mali.
Course: Leadership and Team Management