

CI VISION, MISSION & PROGRAMMING PRINCIPLES

Session: CI Vision

Objective
To raise participant's awareness of the wider CI vision so as to begin to better understand its underlying meaning and implications for CARE programming in Mozambique
Methodology
<ul style="list-style-type: none"> ◆ Distribute the Portuguese version of the Vision & Mission statement. ◆ Explain the context of CARE International (i.e. CI, RMUs, Country Offices, and CARE Mozambique) and the importance of the vision as a unifying element. ◆ Define "Vision" and "Mission"... see CARE terminology. ◆ Have someone read calmly the vision and mission statement, pausing at key points. ◆ Divide the participants in pairs (or let them pair as they wish) and ask them to carefully read for a while the vision and mission statement. ◆ Each pair must identify two things that excite or inspire them and two other things that worry them or they feel nervous about. Ask them to write the exciting things on green cards (can use other colour), one idea per card, and the worrying things on yellow cards (or another colour, different from the first), one aspect per card. ◆ In plenary, first read the green cards (exciting) and ask participants to put them in categories. Then, do the same with the worries (yellow cards). ◆ In plenary, ask for comments from the group and finalize summarizing key issues raised and write them on a flipchart. ◆ Finally, distribute the characteristics for enacting CI vision and discuss possible implications with participants. ◆ Summarize key issues from the debate on a flipchart for possible actions/support in materializing CI Vision in CARE Mozambique.
Required Resources <ul style="list-style-type: none"> ◆ Cards (2 colours) ◆ Gum (Prestik/Bostik) or tape ◆ Markers ◆ Flipcharts ◆ CI vision and Mission statement ◆ Characteristic of CI Vision and Mission
Time: 2 h 00

Session 2: CARE International's Mission

Objective
Help participants understand the importance of the Mission as the umbrella of our work/field programs, our reason for being in the business and reflect how aligned our current programs are with CI Mission
Methodology
<ol style="list-style-type: none"> 1. Divide participants into 3 groups 2. The Facilitator asks the groups to describe how can CARE Mozambique: <ul style="list-style-type: none"> ◆ Group 1: Influence decisions on policies and laws at all levels; ◆ Group 2: Strengthen the capacity for self-help of our beneficiaries and; ◆ Group 3: Address discrimination in all its forms. 3. In plenary, spokespersons from each group present the conclusions of the respective group, followed by open debate. 4. Facilitator summarizes the discussions so far, stressing CARE Mozambique's efforts on Advocacy, Empowerment of beneficiaries and Gender & Diversity. 5. Next, facilitator asks participants to imagine any program or project of CARE Mozambique they believe is aligned with CI Vision and Mission. Back into the previous groups, participants must choose an example and describe how that project or program complies with CI Vision & Mission. 6. Back to plenary, the groups present their conclusions. In her/his comments, the facilitator highlights common aspects from the groups.
Required Resources
<ul style="list-style-type: none"> ◆ Markers ◆ Flipcharts ◆ Vision & Mission Statement ◆ Characteristics for enacting CI Vision and Mission
Time: 1h30 min

Session 3: CI Programming Principles

Objective

Familiarize participants with CI programming principles and reflect on how they can be applied in daily work of our staff and CARE's program (internal and externally), as well as analyse the value they add to the Organization.

Methodology

- 1 Distribute to participants copies of the Portuguese version of CI programming principles.
- 2 In plenary, the facilitator asks someone to read one of the principles and explain her/his understanding of this principle. For each principle, one volunteer – disregard the order in which participants prefer to discuss the principles.
- 3 Facilitator encourages other participants to add on what the first has said or ask additional clarification. Priority should be given to the participants to explain or answer questions from their peers and then the facilitator clarify any essential aspect skipped. If participants use examples, as is expected, these should be grounded on CARE Mozambique's current and future programs.
- 4 Next, divide participants in three groups.
- 5 Ask the groups to choose a CARE Mozambique project or program and review its alignment with CI Programming Principles. They should use a matrix with three columns with the name of the principle (first column), examples of success (second column) and improvements for the following years (third column).
- 6 Facilitator must hand copies of this matrix to the groups.
- 7 Back to plenary, participants present their findings, followed by open debate.
- 8 Next, distribute the RBA rating tool to all participants and ask them to, back to the earlier groups, rate the projects/program of the last exercise on three principles: Promoting empowerment, Addressing Discrimination and Working in Partnerships. If time is available, let the groups rate their projects in all principles to get a complete picture.
- 9 In the final comments, following the plenary feedback, the facilitator must stress the importance of applying CI programming principles for increased program quality and lasting impact of our interventions. Let participants now that in future, projects will be assessed against these principles.

Required Resources

- ◆ Markers
- ◆ Flipcharts
- ◆ CI Programming Principles

Time: 1 h 30

Session 4: Living CARE Core Values

Objective
Strengthen understanding and application of CARE Mozambique's core Values.
Methodology
<ol style="list-style-type: none"> 1 Facilitator distribute the case studies on CARE core Values. 2 In plenary session, have someone reading calmly each case and the group identify the core value or values illustrated in the situation presented. Facilitator clarifies that in the same situation, more than one core Value may be present and you want people to name the most evident plus all the others. Ask for their feedback as to the degree similar situations occur in their workplaces and how these could be corrected. 3 Next, facilitator divide participants in three groups and ask them to complete a matrix on applying CARE core Values, providing examples of the desired behaviour, common deviations and the changes to be made. Provide copy of the matrix. 4 Finally, the facilitator reiterate the importance of the proposed changes and of the example each one of the participant can give in her/his workplace.
Required Resources <ul style="list-style-type: none"> ◆ Markers ◆ Flipcharts ◆ CARE core Values
Time: 45 min

LIVING CARE CORE VALUES – CASE STUDIES

Read the following situations and identify the core Value(s) that is most evidenced and why.

CASE 1: ANABELA

Annabelle is a Supervisor in the *Zambezi Emergency Project*. Her project is involved in food aid distribution to the population victims of floods, while they wait for resettlement in their origin places or in alternatives ones.

During the second week of last month, it rained cats-and-dogs in the area where Annabelle and team are working, causing other players, like the INGC and *The Associated Corrupts* to leave the area and the populations. The rain was so heavy that destroyed tents and swept the little rubber boots used to cross water streams and for carrying food.

Even given these tough conditions, Annabelle and her team decided to remain there and coordinate the operations to rescue people, emergence kits (including food) and doing the respective distribution. Further, they mobilized the population to provide protection to ladies and children and elders; one of the team members with first aids training treated the wounded and sick.

CASE 2:

Lucas is responsible for the petty cash in the office. Last Friday he took \$500 from the petty cash for his weekend expenses, trusting he would return in early Monday, which did not happen. The Supervisor later discovered that that was a long-lasting habit of Lucas. In addition, Lucas frequently leaves his position for private business without permission from his supervisor and with his radio (walkie-talkie) turned off.

CASE 3:

Frank Madala is the Manager of the *Lake Niassa Community Natural Resources Management Project*. The Country Director has been receiving reports showing very limited progress in the project's activities and there are comments on local community sabotaging of the program.

A Monitoring and Evaluation Team has just arrived from Lake Niassa and found that community members are sabotaging the program because they were not consulted before initiating the project and they were not explained why they should stop using neem's leaves (a natural pesticide) nor fishnet number one (normally used for fishing prawns) in the lake. It is also said that project staff said to the beneficiaries "we know what is better for you!"

VIVENDO OS VALORES CENTRAIS DA CARE

CORE VALUES	EXAMPLES OF EXPECTED BEHAVIOR	EXAMPLES OF OBSERVED DEVIATIONS	CHANGES TO BE MADE SOON
PROFESSIONALISM			
RESPECT			
INTEGRITY			
COMMITMENT			
EXCELÊNCE			