

GROUP Members: (Samuel and Samah)

Exercise: Recommend ways and activities for training and raising COLT group self capacity

(Learning is a 2-way process, what do I need more to perform and become an active COLT member?)

1) Conduct training sessions from time to time (during the LT meeting or other times) in topics such as:-

- Problem Solving methods
- Leading with Impact
- Leadership Accountability.
- Strategic Thinking.
- Aligning our work with CARE vision
- Etc.....

How?

- 1) Utilize the available skills of the group (member or 2 organizing and facilitating the session – depending on the topic).
- 2) Use/hire external consultant/Trainer to facilitate the session.

3) Assign a “Mentor”, for a COLT member who needs specific technical skills/training to broaden his/her knowledge and leadership skills.

How?

Identify the person and skill needed and COLT members should volunteer for mentoring and support. The CD, ACDs and HR Manager can assist in coordinating and matching mentor with COLT members or any external staff (not a COLT member) but who has the technical knowledge.

4) Project Managers giving presentation to COLT members while LT meetings (from time to time) and therefore receiving good information about specific project and its cycle, objectives, lessons learned, application of rights and GED principles ..ect.

How?

Invite the PM in advance for early project presentation and preparation. Provide the COLT members brief project document and proposal in advance.

5) Seek professional support from RMU or Atlanta.

How?

- 1) Sharing materials and articles concerning big and broader picture of CARE Regional and International events/activities.
- 2) Make good use of CARE Academy learning web-site.
- 3) Make use of Senior CARE visitors to Sudan by providing sessions, meeting and feedback sessions to the COLT members in areas of concern (eg: Aswani's feedback meeting).
- 4) Participation of COLT members in regional and international CARE events (depending on budget) for grasping overall and broader CARE vision and principles.

6) Share reading material, journals and books in areas of mutual concern with other colleagues of the COLT.

How?

On-going and through informal interaction and sharing.