

# SRI COMMUNITY TRAINING OUTLINE

## BASIC MANAGEMENT SKILLS

### VILLAGE DEVELOPMENT ORGANIZATION (VDO)

VDO REPS AND VICE-REPS (15-20 PEOPLE)  
(Separate for Men and Women within 3 mos. after formation)

- OBJECTIVE**
- Have an understanding of SRI and how it works
  - Know about the purpose and effective functioning of the VDO
  - Internalize the need of participatory development

- MODULES**
- DEVELOPMENT
  - ORIENTATION ABOUT THE ORGANIZATION
  - STRUCTURE AND ELECTION OF DOS AND VDOS
  - COMMITTEES
  - WOMENS AND CHILDRENS RIGHTS
  - FUND RAISING
  - RECORD KEEPING

- DELIVERY**
- Common place in the Village acceptable to community members
  - 3 Day duration; ½ hour opening and closing sessions; 1-2 hours per module
  - Training hours to be decided upon after with DO/VDO

- TRAINERS**
- TRAINING COORDINATOR
  - MALE SOCIAL ORGANIZER AND MALE JUNIOR SOCIAL ORGANIZER
  - FEMALE SOCIAL ORGANIZER AND FEMALE JUNIOR SOCIAL ORGANIZER

### CHILDRENS FORUM

VDO REPS AND VICE-REPS (15-20 PEOPLE)  
(Within three months after formation)

- OBJECTIVE**
- Have an understanding of SRI and how it works
  - Know about the purpose and effective functioning of the Forum
  - Take initiative in developing the forums

- MODULES**
- ORIENTATION ABOUT THE ORGANIZATION
  - DEVELOPMENT OF CHILDREN
  - CHILDRENS FORUMS
  - CHILDRENS RIGHTS
  - RECORD KEEPING

- DELIVERY**
- Common place in the Village acceptable to community members
  - 3 Day duration; ½ hour opening and closing sessions; 1-2 hours per module
  - Training hours to be decided upon after with DO/VDO

- TRAINERS**
- TRAINING COORDINATOR
  - MALE SOCIAL ORGANIZER AND MALE JUNIOR SOCIAL ORGANIZER
  - FEMALE SOCIAL ORGANIZER AND FEMALE JUNIOR SOCIAL ORGANIZER

# SRI COMMUNITY TRAINING OUTLINE

## ADVANCED MANAGEMENT SKILLS

### VILLAGE DEVELOPMENT ORGANIZATION (VDO)

VDO REPS AND VICE-REPS (15-20 PEOPLE)

(Separate for Men and Women 6-12 mos. after Basic Training)

- OBJECTIVE**
- Streamline the activities and improve the performance of the VDOs
  - Plan and implement development activities on a participatory basis
  - Develop linkages and partnership with line agencies & other stakeholders/institutions
- MODULES**
- COMMUNITY ORGANIZATION
  - CONFLICT RESOLUTION
  - LINKAGES
  - RULES AND REGULATIONS
  - REGISTRATION OF ORGANIZATION
  - LOCAL LEVEL PLANNING
  - IMPLEMENTATION, MONITORING & EVALUATION
  - WOMEN & CHILDRENS RIGHTS
  - RECORD KEEPING
  - REPORT WRITING
- DELIVERY**
- Common place in the Village acceptable to community members
  - 4 Day duration; ½ hour opening and closing sessions; 1½ - 2 hours per module
  - Training hours to be decided upon after with DO/VDO
- TRAINERS**
- TRAINING COORDINATOR
  - MODULE RELATED SECTORAL STAFF
  - MALE SOCIAL ORGANIZER AND MALE JUNIOR SOCIAL ORGANIZER
  - FEMALE SOCIAL ORGANIZER AND FEMALE JUNIOR SOCIAL ORGANIZER

### CHILDRENS FORUM

VDO REPS AND VICE-REPS (15-20 PEOPLE)

(Within one year after Basic Training)

- OBJECTIVE**
- Have defined procedures for effective functioning & sustainability of the Forum
  - Participate in development activities along with Men & Women VDOs
  - Initialize fund raising for different development interventions
- MODULES**
- CHILDRENS ORG; RULES AND REGULATIONS
  - COORDINATION
  - CHILDRENS RIGHTS CONVENTION
  - FUND RAISING
  - NETWORKING
  - REPORT WRITING
- DELIVERY**
- At local school
  - 2 Day duration; ½ hour opening and closing sessions; 1½ - 2 hours per module
  - After school or mornings during summer vacations – consult with Children, Parents and School Mgmt
- TRAINERS**
- TRAINING COORDINATOR
  - MODULE RELATED SECTORAL STAFF
  - MALE SOCIAL ORGANIZER AND MALE JUNIOR SOCIAL ORGANIZER
  - FEMALE SOCIAL ORGANIZER AND FEMALE JUNIOR SOCIAL ORGANIZER

# SRI COMMUNITY TRAINING OUTLINE

## OTHER TRAINING AND MEETINGS

### SUBCOMMITTEE TRAINING

SECTOR AND PROJECT COMMITTEES (20-25 PEOPLE)  
(Within three months after formation of Committee)

- OBJECTIVE**
- Learn about the purpose of the committees and their working.
  - Understand about keeping the committees effective and functional
  - Appreciate their inter-linkages and liaison with other organizations & institutions

- MODULES**
- COMMITTEES
  - DEVOLUTION PLAN
  - COMMUNICATION
  - COMMUNITY HUMAN RESOURCES
  - ORGANIZATIONAL MANAGEMENT
  - PROJECT MANAGEMENT
  - FINANCIAL MANAGEMENT

- DELIVERY**
- Convenient location within operational area
  - 2 Day duration; ½ hour opening and closing sessions; 1-2 hours per module
  - Training hours to be decided with Committee Members

- TRAINERS**
- TRAINING COORDINATOR
  - MODULE RELATED SECTORAL STAFF
  - MALE SOCIAL ORGANIZER AND MALE JUNIOR SOCIAL ORGANIZER
  - FEMALE SOCIAL ORGANIZER AND FEMALE JUNIOR SOCIAL ORGANIZER
  - TECHNICAL STAFF

### COMMUNITY REFLECTION MEETING

COMMUNITY, ALL VDO MEMBERS, REPS AND CHILDREN  
(Held Annually)

- OBJECTIVE**
- Review and improve the Village Development plan keeping in view the progress, new challenges and reality
  - Hold discussions about the working and accomplishment of the VDO, Sectorial sub-committees and other civil society institutions for corrective actions
  - Reflect on the working of the public sector institutions and NGOs working in the area to provide feedback for improvement

- DELIVERY**
- Convenient location within operational area
  - Duration 3 – 4 hours
  - Decide on meeting time with community and VDO reps
  - Organized by the Community

- FACILITATORS**
- TRAINING COORDINATOR
  - SOCIAL ORGANIZERS
  - JUNIOR SOCIAL ORGANIZERS