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YOUTH ENGAGEMENT TO PROMOTE STABILITY



**Youth Engagement to Promote
Stability in Timor-Leste**

Quarterly Report
January 1st – March 31st, 2013

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I. EXECUTIVE SUMMARY

With support from USAID, Search for Common Ground (SFCG) is currently implementing a three-year project entitled, *Youth Engagement to Promote Stability (YEPS)* that reaches across Timor-Leste. The project is a continuation of the *Youth Radio for Peacebuilding (YR4PB)* initiative that SFCG implemented from 2010 - 2012. It specifically seeks to bridge the gap between Timorese youth and social and political structures at the local and national level, while contributing to conflict prevention through the innovative use of media.

During this reporting period (January 1st – March 31st, 2013), SFCG carried out several impactful activities, including: Training of Trainers (ToT) and pilot testing of the Civic Leadership Training (CLT) program; preparation for the upcoming district youth forums; pre-production of “Babadok Rebenta” (BR) Radio Magazine and “Karau Dikur Ba Dame” (KDD) Radio Soap Opera; and mapping of universities to conduct the Civic Education Seminars, National University Debates, and Panel Discussions. Working closely with other community-based organizations, SFCG’s activities this quarter were strengthened by working with valued partners which include, but are not limited to, community radio stations positioned throughout all 13 districts, Forum Tau Matan (FTM), the National Youth Council (CNJTL) and Timor-Leste Media Development Centre (TLMDC).

The overall goal of the YEPS project is *to transform the way in which youth engage with government and community leaders to promote peace and reconciliation and prevent election-related violence*. Specific objectives include:

1. Foster responsible participation of youth in Timor-Leste’s elections and post-elections processes;
2. Connect youth with political decision makers at a national level to explore and articulate salient issues and drivers of youth-related conflict and how to engage youth to address them; and
3. Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

Moving forward to achieve these project objectives is of paramount importance today as Timor-Leste is at a pivotal place in the development and democratization process where enhanced effectiveness of engagement between youth, state actors and their constituencies is crucial. For example, Prime Minister Xanana Gusmão has recently initiated a national tour to inform the population of the Decentralization and Local Government project implementation - calling for increased collaborative processes toward inclusive dialogue, coordination and partnership. And in terms of continued border disputes, there remain three regional sections left with unsettled demarcations on the Indonesia/Timor-Leste border. Exemplified throughout the country’s independence struggle, young people can serve as key leaders in transforming heated conflicts that continue to flare up over such disputes; therefore, SFCG understands is committed to building a strong youth movement - understood as vital toward achieving national stability.

One of this quarter’s key activities designed to strengthen this engagement process includes SFCG’s recent Civic Leadership Training (CLT) Training of Trainers (ToT). Comprised of 24 pre-selected men and women from across Timor-Leste - each carefully selected for their existing community leadership abilities - the CLT was structured largely on findings from the SFCG extensive Youth Mapping exercise. Led by Mr. Shawn Dunning, Director for SFCG’s Leadership and Training Unit, the overall aim of the ToT was to sharpen youth leaders’ non-adversarial advocacy skills and build relationships across dividing lines using an experiential learning method. After the ToT, Mr. Dunning led a core group of participants in a pilot test exercise in Liquica designed to give the youth first hand experience in conducting their own leadership trainings for their peers. Throughout the trainings, youth exemplified increased confidence in their facilitation skills and have since taken this knowledge back their respective communities, sharing their new skills with other young, burgeoning leaders. It is here, within the

multiplier effects of peer-led action, that SFCG believes fostering responsible participation of youth is key to creating substantive, lasting change within Timor-Leste's development and democratization context.

In addition to this civic leadership work, SFCG began preparation for 13 district youth forums that will take place during April – October 2013. Based on feedback from the previous project that includes two national youth forums, SFCG included district-level youth forums in this phase of the project in order to reach more youth at the grassroots level that are often left out of such events. These forums are designed to provide safe space for youth to identify and discuss pressing issues at the district-level as well as to create a platform for youth to network across dividing lines in an effort to promote stability in their communities.

To further build upon and strengthen these growing networks, SFCG continued the pre-production phases of two youth radio programming series that began under the YR4PB project – Babadok Rebenta (BR) talk show series and Karau Dikur ba Dame (KDD) drama series. As part of the pre-production phases for BR, SFCG held a national-level workshop on radio talk show development that was led by Media Manager Ana Sequeira. In solidifying the collaborative practices, SFCG completed the signing of all Memorandums of Understanding (MoUs) with partner community radio stations in all 13 districts.

As an important capacity strengthening component, SFCG received a number of visitors during this quarter from both headquarters and the Asia Support Team, including Mr. Shawn Dunning, Director for Leadership and Training; Ms. Lena Slachmijlder, Vice President of Programs; and Ms. Sarah McLaughlin, Asia Program Manager. The support provided is part of an overall effort to build the professional capacity of staff in specific technical areas that contributes to increased program quality and effectiveness. Finally, SFCG hired a Director of Programs (DoP), Ms. Ursula De Almeida, who joins the team with wealth of professional experience and will be heavily involved in the overall implementation of this project.

During the next quarter, SFCG will continue to reach into the districts by orchestrating regional civic leadership trainings, youth forums, university debates and panels and the production of youth-focused radio shows, including the talk show Babadok Rebenta, soap opera Karau Dikur ba Dame and carefully crafted public service announcements. Collectively, these activities are expected to compliment and build upon each other; each designed to encourage inclusive dialogue and coordination throughout multiple levels of society. Importantly, much of the work will be targeting at-risk and disaffected youth nationwide – seeking to reach them with reliable information and engaging media productions – while regional trainings and forums aim to provide youth with the skills necessary to proactively address and respond to conflict related issues.

II. COUNTRY CONTEXT

A. Border and ASEAN Issues

On March 21st, 2013, the Prime Minister of Timor-Leste, Xanana Gusmao, visited Jakarta to attend the Jakarta Defense Dialogue, at which he is a regular speaker. During a meeting at the Merdeka Palace with PM Xanana Gusmao, Indonesian President Susilo Bambang Yudhoyono renewed his commitment to support Timor Leste's bid to join ASEAN. The two leaders spoke about border disputes between the two countries and, during the meeting, President Yudhoyono said the issue should be resolved before his second term expired in 2014.

There are three sections left with unsettled demarcations on the Indonesia/Timor-Leste border, the three sections are Dilumil/Memo, Bijael Sunan Oben and Noel Besi/Citrana. Indonesia and Timor-Leste have agreed on 97 percent of their land border, which spans 268.8 kilometers, aside of that Indonesia and Timor-Leste have also agreed to implement a special arrangement in the areas surrounding demarcated sections of the border, to allow traditional border crossing to continue as normal, regardless of the disputes, both Indonesians and people from Timor-Leste living on both sides of border sections that are unsettled will always be able to continue their social connections, which they have retained for years.

On Timor-Leste's bid to be an ASEAN member, Indonesia has vowed to never stop helping to promote Southeast Asia's youngest nation by providing assistance with capacity building. According to Indonesian Ministry of Foreign Affairs (MFA), "Making Timor-Leste an ASEAN member is not merely a technical issue, it involves geopolitics. To Indonesia, Timor-Leste is a Southeast Asian country. Timor-Leste's inclusion in ASEAN is in Indonesia's interest. The country is important to Indonesia." The ministry remarked that Indonesia would prioritize pursuing a principal consensus among ASEAN's members and that it's one of the most important steps before they can proceed with determining the road map of Timor-Leste's ASEAN membership.

B. Dissemination of Decentralization and Local Government

Prime Minister Xanana Gusmão has initiated a national tour to inform the population of the Decentralization and Local Government project implementation and accompanied by several members of Government, the Prime Minister plans to visit all 13 districts by May. Administrative Decentralization and Local Government Policy is very useful for the private sector in the rural areas, for it promotes institutional strengthening in a strong, legitimate and stable State.

The current administration states that the dissemination of decentralization and local government will create opportunities for the democratic participation of citizens in the provision of a public service in an effective, efficient and equitable manner - consequently, it supports the socio-economic development of the country, before the establishment of the municipality. Gusmão stressed that there is a need for people to understand the underlying objective because, once the municipality has been established, it will be the community themselves who will have the responsibility to manage the existing resources and potentialities in order to develop the district and thereby improve the lives of its people in a sustainable manner. In the coming quarters, as SFCG travels into the districts and focuses on more regionally-based capacity strengthening, the team will work to increase youths' understanding of the decentralization process and how it can help them to strengthen their voices to be heard on multiple levels.

C. International Conference on the Post-2015 Development Agenda

The Government of Timor-Leste hosted an international conference on the Post-2015 Development Agenda in Dili from February 25th – 28th, 2013. The theme was '*Development for All: Stop Conflict, Build States and Eradicate Poverty*'. The conference focused on addressing the needs of the 1.5 billion, or almost 20% of the world's

population, living in fragile or conflict-affected contexts. Outcomes of the important international event will feed into the UN High Level Panel report to the Secretary General of the United Nations on the global development agenda beyond 2015 – the original target date for achievement of the Millennium Development Goals (MDGs).

The international Participated by leaders of government from the 18 fragile and conflict- affected states that comprise the G7+ to lead the discussion. Participants will also include representatives from Timor-Leste’s closest neighbours in Asia and the Pacific Region, including Australia and Indonesia, as well as other nations from around the region and the world.

The International Conference on the Post-2015 Development Agenda ended with Prime Minister Xanana Gusmão, giving his closing remarks. The Prime Minister told the 227 international guests, representing over fifty countries and hundreds of Timorese delegates that “It has been an honor and a privilege for the people of Timor-Leste to host this conference.’ He encouraged the gathering with his final words ‘We know our challenges are great but we also know that together we can find the answers.”

The outcomes of this conference as articulated in the consensus statement will now feed into the report of the High Level Panel on the Post-2015 Development Agenda, additionally the Special Envoys of the High Level Panel Co-Chairs will be reporting back to their respective Co-Chairs on the themes that have been shared in the conference in Dili.

The Dili International Conference has been a unique endeavour. Prime Minister Gusmão noted that “For the first time, we fragile States have come together to be part of the process of setting the global development framework in an equitable, sustainable and fair way.” Of this, he said, we should be proud.

Tie in project info – how does it relate to project?

III. PROJECT GOALS AND OBJECTIVES

The goal of the YEPS project is *to transform the way in which youth engage with government and community leaders to promote peace and reconciliation and prevent election-related violence*. Overall, it seeks to bridge the gap between Timorese youth and social and political structures at the local and national level and contribute to conflict prevention through the innovative use of media.

The project includes the following specific objectives:

1. Foster responsible participation of youth in Timor-Leste’s elections and post-elections processes;
2. Connect youth with political decision makers at a national level to explore and articulate salient issues and drivers of youth-related conflict and how to engage youth to address them; and
3. Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

The project is expected to result in the following:

- Improved engagement and dialogue between Timorese youth, local government and community leaders to explore issues related to youth, conflict, peacebuilding and reconciliation;
- Improved understanding of youth-focused peacebuilding and conflict issues by government and community leaders;
- Improved youth, media, and peacebuilding sector coordination between stakeholders active in youth engagement activities;
- Equipped youth in all 13 of Timor-Leste’s districts with an improved understanding of conflict related issues and specific skills to enable proactive ways of conflict prevention, mediation and resolution;

- Improved capacity of Timorese media institutions, particularly community radio stations, to produce and broadcast conflict sensitive programming;
- Improved civic understanding among Timorese youth as well as socialization with their roles and responsibilities as rights holders and equal participants in a democratic system; and
- Equip youth with an improved understanding of elections related conflict and specific skills for preventing and managing election related violence/conflict.

IV. SUMMARY OF MAIN ACTIVITIES

Civic Educational Leadership Training

Objective 3: Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

The purpose of this objective is to engage at-risk youth in nationwide peacebuilding and reconciliation processes through improved knowledge and conflict resolution skills. Given its primacy in Timor-Leste for accessible entertainment and information, the program seeks to leverage lessons learned from past radio-based conflict mitigation activities to produce and broadcast a wide range of innovative programs.

This objective will achieve the following key results:

- Equip youth in all 13 of Timor-Leste’s districts with an improved understanding of conflict related issues and specific skills to enable proactive ways of conflict prevention, mediation and resolution
- Improved capacity of Timorese media institutions, particularly community radio stations, to produce and broadcast conflict sensitive programming
- Improved understanding of Timor-Leste’s population at large of youth related issues and conflict transformation

A. Civic Leadership Training of Trainers

From February 2 – 5, Search for Common Ground Timor-Leste (SFCG-TL) convened a Civic Leadership Training (CLT), led by Shawn Dunning, director for SFCG’s *Leadership Wisdom Initiative*. As a key activity in overall YEPS programing, excercises were deigned to sharpen the youths’ non-adversarial advocacy skills by employing an experiential learning method. The training explored concepts that include authentic leadership, leadership vision, cooperative problem solving, effective communication and decision-making and among many more.

The leadership training also aimed to build relationships across dividing lines as the participants are inline to play key roles in community peacebuilding, particularly as many of them come from conflict-affected villages.



Figure 1: CLT participants engage in a leadership excercise during the ToT.



Figure 2: Shawn Dunning, SFCG’s Director of Leadership and Training, assisted the youth team in facilitating the ToT

This national CLT – and the regional CLTs to be held in coming months – was made possible by the extensive youth mapping exercise SFCG undertook during the first quarter. Here, the primary purpose of the mapping was to identify civically engaged and dynamic youth from rural, suburban, and urban areas of all 13 districts of Timor-Leste to take part in SFCG-TL’s civic education and leadership training and media programming activities. Therefore, targeted youth who participated in the CLT will provide a multiplier effect to program impacts through their continued civic engagement and influence with other youth. Through the mapping process and follow-up activities such as the CLT, connections between youth and local leaders will be

strengthened, facilitating the constructive engagement of youth in Timor-Leste’s political and electoral processes.

The following training topics were identified by the lead facilitator/trainer, in consultation with the SFCG based on an analysis of the program objectives and understanding of prior experience of the trainees. Rather than implementing a time-specified agenda, the following topics provided guidance for what to focus on, though the order of activities and discussion did not necessarily follow this layout. Some points were addressed once through discussion or practice whereas other points became part of a common theme of re-visiting and practicing more comprehensively.

Foundation of Facilitation Skills

- Defining learning objectives
 - Knowledge, Skills, Attitude
 - Session Planning Strategy
- Experiential Learning Methods
 - Connecting activities to lessons
 - “Discovery” vs. “Practice”
 - Setting up experiences
 - Debriefing experiences
- Role of Facilitator
 - Holding space, modes of learning
 - Facilitating dialogue



Figure 3: As part of the TOT, the participant had an opportunity to lead sessions with guidance from the facilitator.

Core Leadership Topics (instructions and design)

- Authentic Leadership
- Leadership Vision
- Cooperative Problem-Solving
- Effective Communication

- Decision Making
- Time Management

In addition to the full, four-day ToT, the training included an evening orientation and several evening activities. Since the training venue was isolated in the mountains near Dare, the group stayed together and free of distractions. Most training sessions ran from 8am – 5:30pm, resulting in a total of 32 hours of workshop time. Evening sessions included discussions, watching videos, and a closing certificate ceremony. Debrief discussions followed every activity and are and provided ample opportunity to give feedback, raise questions and share their personal experiences during this intensive period of learning.

Ultimately, this training served as a crucial element to Search’s work over the past several months, SFCG-TL has been busy expanding its *Youth Radio for Peace Building Program*, an integral component its YEPS project. Concurrently, SFCG-TL is also working to build up the capacity of the country’s youth by implementing the EU-funded *Democracy and Development in Action through Media and Empowerment (DAME)* project. Together, the projects two merge by carrying out activities aimed at promoting the participation of young people in democratization processes through various interventions.

B. Civic Leadership Training Field Testing

As a culminating activity in the Civic Education Leadership endeavours, Mr. Dunning then assisted a core group of participants, newly equipped with leadership facilitation skills, to partake in a pilot test exercise in Maubara, Liquica from February 8-10 as an extension of the ToT. This exercise was designed to offer the youth a chance to gain a first hand experience in conducting their own leadership trainings for peers in their own communities, further building the capacity of the nation’s youth to engage in pressing development matters.



Figure 4: During the Pilot Testing, participants engaged in teamwork activities

With intensive observation and coaching by Shawn Dunning, the training strategy included a blend of learning modes, with particular emphasis on experiential activities, facilitated discussion, and some lecture/presentation on facilitation theory. Given the large group of trainees and the relative short amount of time, not all CLT participants were given experience with simulated facilitation practice; however, future plans to continue this ToT cycle will enable SFCG to continue to reach out to the youth throughout the country to provide intensive hands-on experiential learning opportunities.

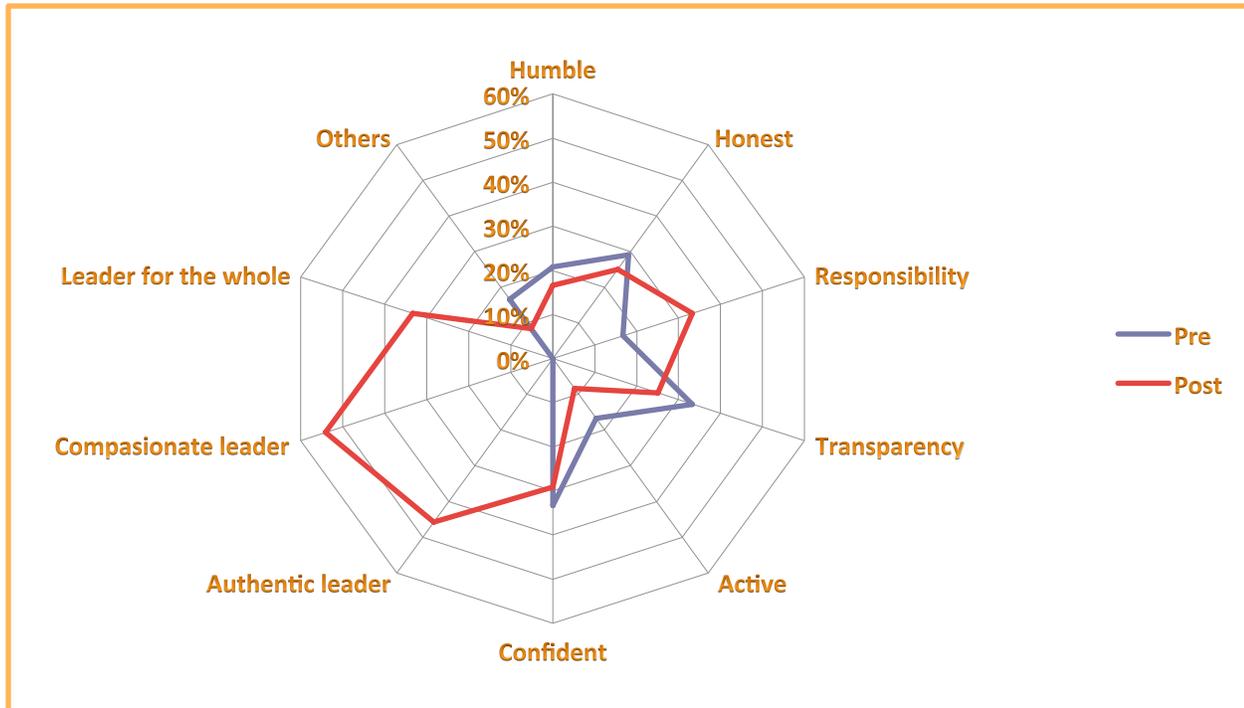
Thus, SFCG’s Youth Team will continue to work closely with the participants toward enriching their skills and mentoring them as the grow within their communities as leaders. Thus, this civic leadership training and the hands-on learning experience in Maubara are only components of the multi-tiered effort SFCG is taking to enrich the promising future of identified youth.

Civil Leadership ToT Learning Outcomes:

Several significant learning outcomes were measured via pre- and post-tests administered during the ToT. For example, there was a 50 percent increase in understanding of what is entailed in leadership, as a whole, among CLT participants while post-test results also revealed a 64% percent increase of understanding of what is involved in *compassionate leadership*. Furthermore, at the outset of the CLT, only 17 percent of participants reported that

they felt confident in training others in the process of consensus building, where after the ToT, 46 percent reported that they felt confident to train others on the process.

The following graph displays changes in participants' understanding of the qualities of strong leaderships:



Lessons Learned and Challenges:

- The main challenge of any ToT is to strike an appropriate balance between ensuring that the underlying training content is understood and adequately preparing the new trainers/facilitators to help others learn the same content.
- Furthermore, the SFCG approach to training leverages highly experiential methodology, which means that the facilitators need to be flexible and responsive to the real-time feedback they will receive in future training experiences in order to adapt to varying levels of comprehension. In other words, these facilitators need to be prepared to facilitate a transformative learning experience rather than simply conveying information through traditional teaching methods. In order to do this, the facilitators need to “get it,” which means they may need to have their own transformative learning experience, first.

“Through this training I am able to understand how to be a good leader and I am very interested in how to be a “Leadership from Inside – Out”, how to build a consensus through effective communication and to be a peace builder. I will apply this in my life start with myself and in my family, and from my family can go to outside world by a good attitude and effective communication.”

- Pascoela da Conceicao, Juventude

Next Steps:

- The Civic Leadership Training will be conducted in all 5 Regions, starting with Oecusse and Baucau in late April; it is expected to attend by 25 youth participants (Per region), previously identified during the Youth Mapping exercise.

C. Civic Education Seminars, National University Debates, and Panel Discussions

SFCG and partner Forum Tau Matan (FTM) have been in preparation mode toward the facilitation of five civic education seminars, debates and panel discussions, for youth enrolled in universities in five regions. During the quarter, partners began the organization of core aspects of the events –each planned to last one day, per region – with the help of campus-based student organizations. This has involved identifying subjects to be covered that are timely and important for youth civic education, including: democratic institutions; elections; justice; and political and youth affairs and other current issues in Timor Leste. Ultimately, students from the five regions, including relevant government stakeholders/institutions, members of parliament, will be brought together within these activities to discuss pressing issues that deserve attention from the top levels of government. The activities are planned to take place throughout June and July.

During this quarter, FTM also completed mapping in universities based in Dili and will soon move onto the mapping of universities in other districts, including Ermera, Baucau, Bobonaro and Oecusse. The idea is to explore information on university branches and in which districts they operate in order to give insight on the design of regional university debates and also to better coordinate the event. After all information collected, FTM will visit universities in district to conduct a consultation which aims to prepare participants and plan further for the university debate as well as to discuss with the Local Government in identified District to effectively involve in the Civic Education seminar and Panel discussion. As our partner FTM has completed mapping in Dili, during the next quarter, FTM will begin to conduct the consultation phase universities based in the selected districts. FTM will then send their report to SFCG to provide detailed accounts on all conducted activities.

Lesson Learned and Challenges

- During the discussion between SFCG and FTM, it advised that FTM put more effort into preparation prior to conducting Civic Education Seminars, National University Debates, and Panel Discussion. FTM has years of experiences it is understood that detailed planning needs to be developed to ensure the proper implementation of the all activities.

Next Steps

- Next steps include honing in on and further investigation on specific topics to be explored during the panel discussions and for the debates. Students and FTM will also collaborate to identify participants and moderators to include as well as to identify government stakeholders/institutions, members of parliament who will be selected to attend.

C. District Youth Forum Preparation

Project Objectives:

- Foster responsible participation in Timor-Leste's election and post elections processes
- Connect youth with political decision makers at national level to explore and articulate salient issues and drivers of youth-related conflict

In February, SFCG-TL began preparations for the district youth forums series, which has been organized in response to the direct request of the nearly 90 youth who participated in SFCG's National Youth Forums in 2010 and 2011. Youth participants felt that the event should reach down to the district level to create a space for youth to come together and discuss the most pressing issues that effect development at the district and village levels. To enhance coordination efforts, SFCG has been working closely with local partner CNJTL to ensure that the forums reach diverse communities of throughout Timor-Leste.

Throughout each of the 13 districts, individual forums will bring together more than 40 young people (between the ages of 17-29), many of whom have been identified via the Youth Mapping exercise, from diverse backgrounds and communities with the main objective to provide youth with the opportunity to develop strong networks as a means to coordinate around issues affecting that most effect them. Expected outcomes include the creation of a strong platform for enhanced youth networking engagement, contribute to promoting stability at the district level. Additional outcomes expected as a result of the forums include an increase in the number of youth who demonstrate an enhanced understanding of the issues they face, including strengthening the number of those who feel committed to engaging in the democratic process. The forums also seek to increase the number of youth that feel they have the skills to effectively communicate with government officials as a direct result of better understanding the issues they face.

The participants, including representatives from political parties, martial arts groups, youth organizations and religious groups will be asked to reflect on two main relevant themes: the first theme will be focus on the ***Timorese values for personal transformation***; youth representatives will have a chance to reflect on their personal values as Timorese, reflect on the passage, spirit and unity during the struggles and the causes that influence or divide youth, and find a common solution to resolve the issues. The second theme will look at the current situation of ***Timor-Leste government's upcoming decentralization process***. The participants will also be encouraged to identify the most pressing issue/s at the district level, specifically issues that affect youth and their community, and to identify constructive solutions to shared challenges.

The issues raised and feedback from each forum will provide SFCG and its media partners with valuable material for creative production of the third series of its popular peace building radio programs: the youth radio magazine "*Babadok Rebenta*" and the drama series *Karau Dikur ba Dame*, as well as inform key stakeholders in government and civil society about youth aspirations and challenges. Examples of Youth Forum activities include dialogue sessions; open space, exploratory discussion, Q&A sessions with community leaders and other elders; and opportunities to workshops designed to encourage creative expression and community involvement.

District Youth Forum Schedule

District	Date	Venue
Forum Baucau	April 22-23, 2013	Uma Dame Watulete, Baucau
Forum Oecusse	April 22-23, 2013	Salaun St. Antonio, Pante Makassar
Forum Ermera	June 11-12, 2013	TBD
Forum Ainaro	June 11-12, 2013	TBD
Forum Lospalos	August 19-20, 2013	TBD
Forum Viqueque	August 23-24, 2013	TBD
Forum Suai	August 19-20, 2013	TBD
Forum Maliana	August 23-24, 2013	TBD
Forum Manatuto	September 16-17, 2013	TBD
Forum Liquica	September 20-21, 2013	TBD
Forum Same	September 16-17, 2013	TBD
Forum Aileu	September 20-21, 2013	TBD
Forum Dili	October 23-24, 2013	TBD

Lessons Learned and Challenges:

- During preparations for the District Youth Forums, the youth team found the budget to be very limited. To address the issue, SFCG-TL invited a USAID representative to discuss the budget issues and find a possible solution such to allocated a saving from the CLTs to compliment current funding from EU, USAID has offered to bring the issue to the regional USAID office in Bangkok to seek a solution.
- While seeking possibility from USAID on the Budget issues, SFCG will strategies to used the current funding from EU to run the District youth Forum as planned, with the implication that numbers of the participant will be limited.

Next Steps:

- The 13 district youth forums will take place beginning in April in Oecusse and Baucau, and will continue through October 201

Media Programming

Project Objectives Pursued:

- Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

A. Production of “Babadok Rebenta” (BR) Radio Magazine

Youth reporters and team leaders are primarily responsible for producing raw audio for the 30-minute program *Babadok Rebenta* (BR), a radio magazine/bulletin show. Together with TLMDC, SFCG will produce 12 radio magazine shows over the next production period, which began immediately after the talk show training (see details on ‘talk show radio training’ below). These shows will be broadcast on 16 community radio stations across Timor-Leste, as well as RTL. Input for the programs will come from production teams working in the 13 districts. Thus, each team will consist of locally based members who will serve several interrelated purposes:

- Directing links between the project and the local community; specifically, as the people who develop trust between the project and community members to minimize the sense of outside journalists “parachuting” into the location
- Researching and reporting on local youth issues and engaging local youth either as subjects of programming or as participants in the interactive outreach
- Consulting and cooperating with program peers to ensure that the radio programs are actually addressing youth issues more widely throughout Timor-Leste
- Youth and community will have a clear understanding about the local youth issues, which were brought up in different episode of BR.

SFCG Team Leaders are assigned to different regions so they can maintain closer communications with partners and manage reporter – an operation strategy SFCG is implementing based on lessons learned during implementation of the YR4PB project. Team leaders will manage field teams in each region and will be responsible for: keeping the reporting and contents of the programs in line with project guidelines; maintaining communications with and assisting their team members outside of Dili; researching and reporting on issues of specific relevance to all segments of youth, and; working with the radio production and editing partner in Dili to produce that week’s program. Each week, the final program will be recorded to CD and distributed for broadcast.

Expected output/outcome/impact:

- Content Topic of Radio “Babadok Rebenta” episode are discuss, defined and finalized
- Radio Magazine episodes are produced, distributed and broadcasting in 16 community Radio including National Radio-TL
- Youth and Community will have a clear understanding about the progress of development in the districts as well as priority program for the new government in different sectors
- Youth and community will have a clear understanding about the local youth issues, which were brought up in different episode of BR.
- Community Radio Stations will have increased their capacity on radio production/and programming which is expected to contribute to overall peace and stability.

During this first quarter in January, SFCG obtained some audio recording equipment from Jakarta for production purposes to gear up for production of this second installment of *Babadok Rebenta!* talk show series. This has also included organizing radio show development with TLMDC to effectively toward completion of the 12 episodes..

In moving forward with the radio magazine, the media team began developing terms of reference for each episode and interviewing youth, community members and other stakeholders, crucial to identifying episodes / topics. Much of this recent identification work came to fruition following a trip made to the radio station in Liquica for pre-production purposes where interactive discussion on current topics of concern were brought forth as potential talk show material. At this time SFCG, with TLMDC, also began the editing and script development processes of *Babadok Rebenta* and its agreed to have 6 episodes produced by the end of April 2013.

Lessons Learned and Challenges

- Over the quarter, which served as a crucial period of planning and organizing for upcoming radio production, the team learned of the importance of laying the necessary groundwork and facing production-planning issues with partners ahead of time. For example, when the team traveled to the community radio station in Los Palos in January to meet with them for pre-production purposes, they were able to see how important the visit was and that it is necessary to reach out and travel to other stations for onsite planning.
- Furthermore, one of the biggest lesson learned over the quarter revolved around making sure our primary media partner, TLMDC, carries out their agreed upon tasks. Here, the team learned that regular communication is crucial and it was decided to schedule more meetings with the partners. To address these communication issues, as series of progress meetings have been scheduled throughout the production process.
- An additional challenge has focused on building staff capacity as the team was recently given increased responsibilities over the quarter in that all members are now overseeing their own projects and project components. From this new responsibility, the challenge is they must become familiar with taking initiative on this work, managing and coordinating with others. Lastly, although some handheld recorders were retrieved from Jakarta, the media team is currently struggling with finding additional high quality audio recorders able to produce necessary sound qualities.

Next Steps

Immediate, next steps include the production of six episodes of *Babadok Rebenta*. This production period will first start with meeting with community radio stations in the eastern region and then team members will move onto stations in Dili. In July, the media team will travel to Oecusse to work with the region's community radio station.

B. Production of KDD "Karau Dikur Ba Dame" Radio Soap Opera

The Media Team is in the pre-production process of KDD and, as was suggested and agreed by the Team, the process of developing the series for the second cycle will be altered slightly. For this cycle, the show will have greater emphasis on engaging with youth who have been identified as having specific talent as scrip writers, as well as youth who have a talent as actors. Furthermore, SFCG recognises that capacity building elements need also take place during the upcoming curriculum summit for KDD.

In terms of the pre-production process of KDD, SFCG has progressed in developing content for its upcoming

Curriculum Summit, which will primarily focus on the craft of script writing. Secondly, SFCG will move on to decide on selection criteria for participants chosen to join the event prior to launching a call for writers. After the script writing training, selection of writers for the radio series will commence. Before entering the production phase, synopses for the 25 episodes will be confirmed after feedback from SFCG, and expert consultant and USAID is received. The team will then start writing episodes, casting of actors, gathering music & sound effects and then will move onto the recording stage. After the episodes are finalized and approved for airing, an outreach campaign with promotions will commence, followed by the series launching, distribution of CD's to radio stations and then finally broadcast.

Lesson learned and Challenges

SFCG's radio drama series is from youth to youth and it must dedicate to youth, thus participatory process and engagement of young people need to be taking into consideration in every step, SFCG Media Team have to increased it effort to involve youth in the process – which requires a significant level of capacity building. Thus, the team worked on plans to provide an enriching space for youth to explore their talent in writing and to tell their own success story through radio drama. Over the quarter – and throughout the interviewing process - the media team has continued to plan and has begun to collect valuable information via youth, preparing for the writing training specifically tailored to youth who will be involved through a selection process.

Next Steps:

- Overseeing the pre-production of Karau Dikur ba Dame (KDD).
- Organizing workshops on curriculum design with partners.
- Launching a call for writers to contribute to KDD in July.
- A stakeholder meeting is planned for June to present the result of Curriculum summit workshop; Attendees will include youth, CNJTL and representatives from the Ministry of Youth and Sport.
- The team will also be working on confirm needs for the sound landscape, organizing sound effects.

C. Capacity Building

Common Ground Talk Show Training

In March, the media team organized and delivered a national training for talk show presenters in Dili, which lasted three days. Representatives from all 13 districts were in attendance. The media team worked together to launch the training, while the Media Team Manager, Ana Sequeira led in the training components. Participants were from community radio Maliana, Tokodede-Liquica, Povu Viqueque, Boucoli-Baucao, Matebian-Baucao, Voxpopuli Lospalos-Lautem, Rai Husar-Aileu, Mauloko Maubise-Ainaro, Tatamailau-Ainaro, Boaventura-Manufahi, Cova Taroman-Covalima, Atoni Lifau-Oecusse, Lorico Lian-Dili, Liberdadi-Dili and JojoFM-Dili. The purpose of radio talk show training was to improve the capacity of presenter to host the show; to strengthen community radio in transforming conflict through radio talk shows; and to achieve production of the 366 shows that have been planned within the agreements.

“I am very happy to attend this training because it increases my knowledge as journalist of community radio to moderate a good talkshow. The facilitation of this training is also very good because deeply explain the content.”

- Justina Costa dos Santos, Radio Komunitade Rai Husar, Aileu

During the three-day training, 15 participants received intensive trainings on how to plan talk shows, including the identification of issues, identifying sources and questions and on moderating the overall show. Key focus points were on how to ask questions and how to handle difficult speakers while on the air. Sessions were also comprised of role plays were participants presented their own shows, followed by discussion.

The media team also brought in two speakers, including the president of CNJTL, Mr. Leovigildo Hornai and the president of Journalist Association (AJTL), Mr. Tito Filipe. They shared issues concerning youth today and covered essential media ethics. Country Director



Figure 5: Participants at the “Common Ground” Radio talkshow Training

“I do agree that through radio talk show we have to achieve or find the common ground solution otherwise it’s worst.”

- Francisco, Vocpopuli Lospalos radio

Mr. Jose Francisco de Sousa affirmed that the purpose of the talk shows is not only to closely examining pressing issues, but also shared the essentials of the Common Ground approach. According to pre-and post-training questionnaires, 100

percent of participants reported the training to be helpful and 93 percent stated that they had identified topics to use during their own productions.

D. Finalizing and Signing the MOU with Radio Partners

On March 6th, 2013 SFCG finalized agreements with all partnering radio stationd. Twelve community radio managers and one representative, including two academic radio managers and two representative participated in

signing agreements, or MoUs, at the SFCG office in Dili. The MoUs covered responsibilities that include partner cooperation as well as the duration and amount for the service. Thus, SFCG media has agreed to produce 39 series of radio magazine, 366 series of radio talk shows, 25 series of radio dramas and 48 series of Public Outreach Service Announcements (POSAs). These 30 minutes radio programs and one minute of POSAs will be broadcast through 16 community radios, two academic radios and two private radios start in April 2013 to November 2014. In a ceremony led by SFCG Country Director Mr. Jose Francisco de Sousa at SFCG office, he emphasized that communication between both parts is important if in the implementation need an ammandemet or change. “The agreement is a

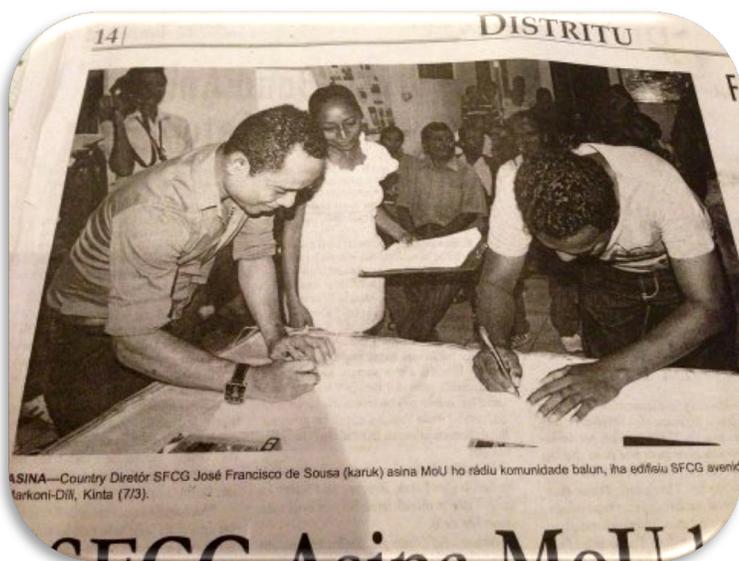


Figure 6: Signing the MOU between SFCG and its Community Radio Patners

written paper only to binding us and it has set our responsibility toward each others; however, we need to be proactives to communicate if we encounter any problem in the implementaion phase ” he said.

During the MoU event, parties agreed to improve commuication and work to keep each other updated on progress and any parriers they might encounter. Due to periodic power outages, several community radios identified that starting their broadcast in the morning and not only in the evening will be helpful. Another issue that arose is how to connect directly with audiences while on air by using wireless modems with sim-cards that are connected to computers-mixer. This is a new option where many community radio stations expressed inerest, enabling them to conduct interactive programs, such as talk shows.

V. DM&E MONITORING ACTIVITIES

This quarter, the DM&E team focused on developing monitoring tools for all YEPS activities, including the Civic Leadership Training pre-post test, and the District Youth Forum evaluation. For the media radio talkshow trainings, DM&E finalized the development of the pre-post test and training evaluation.

The DM&E team also organized a monitoring coordination meeting with partner, FTM, to organize the monitoring tools for the upcoming civic education, university debates, and panel discussions. During the meeting, it was decided that project outcomes data collection would be on a quarterly basis after the completion of the activities. The monitoring tools that will be used are case study, individual interview, end-line survey and final evaluation. Monitoring tools will be developed by SFCG in coordination with FTM, and the data will be collected by both SFCG and FTM together. FTM committed to produce final report of Civic Education Seminar, University Debate, and Panel Discussions.

The DM&E team continued to develop the youth mapping database, as well as the National Youth Forum Report. The YEPS baseline study report is in the final stages of review before being shared with all stakeholders and partners. Once complete, the study will be available online, and will be distributed to all districts and target communities.

Lessons Learned and Challenges:

- Pre and post-test results from the Civic Leadership ToT suggest that the change in knowledge and skills amongst participants was 71%. The immediate outcome from the pilot test in Maubara was not as extreme, with change in knowledge and skill at 52%.
- While all questions in the CLT pre-post test were simple, participants struggled to follow the questions, and ended up giving irrelevant answers. To address this issue in future CLT pre-post test assessments, the DM&E team will further simplify the questions, using local vernacular and explaining to participants how the pre-post test works during the session.

Next Steps:

- The DM&E team will conduct another meeting with FTM to finalize monitoring activities tools design in April.
- DM&E will assist the youth team in finalizing the youth mapping database, as well as the National Youth Forum Report. The Youth Mapping database will contribute to multiple SFCG activities by providing us with the names of youth interested in working with us on activities across organizational programming.

IV. STAFF CAPACITY BUILDING ACTIVITIES

As a learning organization, SFCG strongly encourages continuous capacity building of staff both in-country and abroad. Such opportunities not only contribute to the professional development of its staff but also to its programming in-country with specific reference to enhanced management and impact of its projects. As outlined below, both specific staff members as well as the staff as a whole participated in capacity building activities on human rights, project development, media programming and youth leadership trainings.

- *Human Rights Training for Ms. Zevonia Vieira (SFCG Media Officer):* Between March 11th – 23rd, Ms. Vieira, attended a training entitled, ‘Human Rights Peace and Security, and Change Management’ in Cambodia, It was the second phase of a training program conducted by Swedish International Development Cooperation Agency (SIDA) with the first component taking place in Stockholm in DATES. Participants learned how to develop and write grant proposals, and topics discussed included gender mainstreaming, human rights-based approach, and conflict analysis. The training also included site visits to a safe house for domestic violence victims, the killing fields, a documentation center, and to the United Nations Court in Phnom Penh. The training ended with a final presentation of proposals that were developed by the participants. Ms. Vieira’s proposal focused on increasing participation of youth and women to access formal justice in Timor-Leste, which was praised by the training mentor as one of the best. Ms. Vieira is will now be able to apply this newly accrued information to the *Herstory* program that frequently focuses on women’s human rights.

- *Program Support Visit of Ms. Lena Slachmuislder (SFCG Chief Programming Officer):* Between February 4th and 17th, Ms. Slachmuislder visited the Timor-Leste to provide support and training to the media team around the Common Ground Approach (CGA). She also utilized her visit to review existing and upcoming media products, and worked with the SFCG staff on criteria for ongoing quality improvements. From the visit, the media team now has a stronger sense of what each of their individual roles entail. Importantly, production schedules have been laid out in a clear, comprehensive manner and have since been shared with our SFCG’s primary partners.

- *Training Support Visit of Mr. Shawn Dunning (SFCG Director of Leadership and Training):* Between January 31st - February 12th, Mr. Dunning travelled to Timor-Leste to lead and facilitate the Training of Trainers (ToT) for youth leaders and to pilot the Civic Leadership Trainings (CLT) component of the project. During his visit, he worked closely with SFCG staff on the content, concept and methodology of the CLTs. Furthermore; Mr. Dunning worked with the staff on Design, Monitoring and Evaluation (DM&E) to assess the outcomes and challenges of the initial trainings. Multiple youth have reported that this visit was significantly meaningful for them in that their self-confidence in their leadership potential has been increased. Plans for Mr. Dunning to return and conduct follow-up trainings are currently in progress.

V. OTHER ACTIVITIES

Celebration of International Women’s Day: On March 8th, 2013, SFCG celebrated International Women’s Day by acknowledging the efforts and achievements of all women in the office and in Timor-Leste. All female staff were presented with jewelry and tais as a gesture of thanks for their contribution to SFCG.

USAID Expo at Timor Plaza: On March 16th, 2013, SFCG participated in the annual USAID Expo at Timor Plaza in Dili. SFCG staff set up an information booth about USAID-funded project activities and handed out informative pamphlets and other material regarding SFCG programming in Timor-Leste, including the YEPS project.

VI. CONCLUSION: FINDINGS,LIMITATION AND CHALENGES

This quarter, considerable steps were made to prepare for the Civic Leadership training and district youth forums component.

In the case of the Civic Leadership ToT, prerequisite knowledge and experience of the trainees in the target topics was generally low and most of the participants did not have much experience in facilitation. Thus, the strategy of the ToT was to focus on understanding the core topics, especially with regard to the fundamentals of the “common ground approach” to leadership. A core team gained further experience with facilitation during the subsequent CLT.

Facilitation is as much of an art as it is science, and improvement comes with lots of practice. The entire SFCG Youth Team as well as key partners and selected lead facilitators should make opportunities to practice facilitating and debriefing the core activities as much as possible. Ideally, such practice should involve participants who have no prior knowledge or experience with the activities. Furthermore, the facilitation team should make it a regular habit to meet as a “forum” to discuss the challenges and learned best practices of facilitation.

Most importantly, it is critical that the facilitators involved in delivering future CLTs give each other feedback during and immediately following each training experience in order to solidify understanding and to make modifications where necessary.

VII. WORKS PLAN FOR THE QUARTER

- **Civic Leadership Trainings:** Four regional, 5-day civic leadership trainings will be held in Ermera and Ainaro. Participants in the trainings will be selected using the results of the Youth Mapping.
- **National University Debates and Panel Discussions:** As a part SFCG-TL’s civic education program activities, National University Debates and Panel Discussions will be held on campuses in Dili, Ainaro, Baucau, Bobonaro and Oecusse, in partnership with Forum Tau Matan (FTM)
- **District Youth Forums:** 26, 2-day District Youth Forums will be held across the country in the next several months, in partnership with CNJTL These forums were a direct request of the nearly 90 youth who participated in two consecutive National Youth Forums in 2010 and 2011. The forums will provide youth the opportunity to develop strong networks as a means to coordinate around issues affecting youth.
- **Media Production of *Babadok Rebenta*:** The SFCG-TL media team will continue to produce and broadcast the *Babadok Rebenta* radio magazine in collaboration with TLMDC and community radio stations.
- **Curriculum summit for *Karau Dikur ba Dame*:** This summit will involve further exploration of themes to be raised in the drama while also exploring the processes of script writing and the collaborative process among youth and partner radio stations.

VIII. Appendices

Appendix A: District Youth Forums Press Release



PRESS RELEASE

District Youth Forum Series

Youth Action for Changes through Personal Transformation

A series of 13 District Youth Forums will be held in Timor-Leste from April to October 2013 as part of the ‘Youth Engagement to Promote Stability’ (YEPS) Project supported by the U.S. Agency for International Development (USAID) and the EU Funded program ‘Democracy and Development in Action, through Media and Empowerment’ (DAME) through the National Authorizing Officer (Ministry of Finance). The project – *for youth, by youth, and about youth* – seeks to bridge the gap between Timorese youth and social and political structures and contribute to conflict prevention by fostering the responsible participation of youth in Timor-Leste’s including focus on election and post-election processes. The project is implemented by Search for Common Ground (SFCG) in cooperation with National partners such as the Timor-Leste Media Development Center (TLMDC), Conselho Nacional Juventude de Timor-Leste (CNJTL), Belun, Forum Tau Matan, FONGTIL and Arte Moris.

The District Youth Forum series has been organized in response to the direct request of the nearly 90 youth who participated in SFCG’s National Youth Forums in 2010 and 2011. Youth participants felt that the event should reach down to the district level to create a space for youth to come together and discuss the most pressing issues that effect development at the district and village levels. The district forums will bring together more than 40 young people (between the ages of 17-29) from a diverse array of backgrounds of communities with main objective to provide youth the opportunity to develop strong networks as a means to coordinate around issues affecting youth. They will also provide a platform for enhanced youth networking engagement which will contribute to promoting stability at the district level. The participants, including representatives from political parties, martial arts groups, youth organizations and religious groups will be asked to reflect on two main relevant themes: the first theme will be focus on the ***Timorese values for personal transformation***; youth representatives will have a chance to reflect on their personal values as Timorese, reflect on the passage, spirit and unity during the struggles and the causes that influence or divide youth, and find a common solution to resolve the issues. The second theme will look at the current situation of ***Timor-Leste government’s upcoming decentralization process***. The participants will also be encouraged to identify the most pressing issue/s at the district level, specifically issues that affect youth and their community, and to identify constructive solutions to shared challenges.

The issues raised and feedback from each forum will provide SFCG and its media partners with valuable material for creative production of the third series of its popular peace building radio programs: the youth radio magazine *Babadok Rebenta!* and the drama series *Karau Dikur ba Dame*, as well as inform key stakeholders in government

and civil society about youth aspirations and challenges. Examples of Youth Forum activities include dialogue sessions; open space, exploratory discussion, Q&A sessions with community leaders and other elders; and opportunities to workshops designed to encourage creative expression and community involvement.

District Forum Schedule

<p>Forum Baucau: 22 – 23 April 2013 at Uma Dame Watulete, Baucau</p> <p>Forum Oecusse: 22-23 April 2013 at Salaun St. Antonio Pabte Makassar</p> <p>Forum Ermera: 11-12 June 2013 – Venue TBC</p> <p>Forum Ainaro: 11-12 June 2013– Venue TBC</p> <p>Forum Lospalos: 19-20 August 2013– Venue TBC</p> <p>Forum Viqueque: 23-24 August 2013– Venue TBC</p>	<p>Forum Suai: 19-20 August 2013– Venue TBC</p> <p>Forum Maliana: 23-24 August 2013– Venue TBC</p> <p>Forum Manatuto: 16-17 September 2013– Venue TBC</p> <p>Forum Liquica: 20-21 September 2013– Venue TBC</p> <p>Forum Same: 16-17 September 2013– Venue TBC</p> <p>Forum Dili: 23-24 October 2013– Venue TBC</p> <p>Forum Aileu : 20-21 September 2013– Venue TBC</p>
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SFCG is an international non-profit organization that promotes peaceful resolution of conflict. Its mission is to transform how individuals, organizations and governments deal with conflict - away from adversarial approaches and toward cooperative solutions. YEPS is an extension of a two-year ‘Youth Radio for Peace Building’ Project, also implemented by SFCG and its partners CNJTL, TLMDC and BELUN with the support of USAID.

“USAID has worked in Timor-Leste since 1999, providing support for sustainable development from the American people. As part of a comprehensive partnership between Timor-Leste and the United States, USAID currently provides assistance in the areas of democratic governance, economic growth, and health.”

“The European Union has been walking side by side with the Timor-Leste since 1999. NAO – in co-partnership with the EU Delegation in Timor-Leste – is responsible for all the issues related with the EDF (European Development Fund), including planning, implementation and accounting of projects financed by the EDF. The main objective of the European Union’s engagement in Timor-Leste is to support its Timorese partners in the fight against poverty, the consolidation of democracy, the protection of human rights and the promotion of the rule of law.”

Appendix B: Civic Leadership Training of Trainers Pre-post Test

Pre-Training Assessment
TOT of Civic Leadership Training
Dili-Timor Leste
February 1-4, 2013

Name..... (Please note: your responses will remain confidential)

Please use the key below to describe your knowledge of, and/or ability in the topics listed. Use the same key to describe your ability to train others in these topics.

1	2	3	4	5
<i>Extremely uncertain</i>	<i>Somewhat uncertain</i>	<i>Neither confident nor uncertain</i>	<i>Somewhat confident</i>	<i>Extremely confident</i>

Topic	My Knowledge and/or Ability	My Ability to Train Others
A1 Clearly articulating life goals and/or purpose		
A2 Effective Communication		
A3 Problem Solving		
A4 Leadership for the whole		
A5 Distinguishing between interests and positions		
A6 Remaining calm when conflicts and crises escalate		
A7 Understanding different conflict styles		
A8 Believing in the possibility of win-win solutions		
A9 Facilitation		

A10 Experiential training methods		
A11 Consensus building		
A12 Decision making		

Please provide any additional comments regarding the questions above

B1. What do you believe are the five most important qualities of a facilitator?

- 1.)
- 2.)
- 3.)
- 4.)
- 5.)

B3. Please describe, in your own words, what it means to be an authentic leader?

B4. Please describe, in your own words, what does it mean to be a compassionate leader?

B5. Please describe, in your own words, what does it mean to lead for the whole?

B6. With regard to conflict, please explain the difference between interests & positions.

B7. What do you believe are the five most important qualities of a leader?

- 1.)
- 2.)
- 3.)
- 4.)

5.)

B8. Do you have different perspective of leadership after the workshop? If yes, please explain.

C1. How prepared are you to facilitate training in:

a) Leadership?

b) Conflict resolution?

C3. What area(s) would you like to grow/develop in?

C4. Please describe any additional support you need in order to be an effective facilitator/trainer.

FACILITATOR PERFORMANCE

Please respond to the questions below regarding workshop facilitation on the whole.

	Strongly Disagree	Disagree	Some- what Disagree	Neither Agree Nor Disagree	Some- what Agree	Agree	Strongly Agree
1. Facilitator maintained a professional attitude and relationship with the group.	🍏	🍏	🍏	🍏	🍏	🍏	🍏
	🍏	🍏	🍏	🍏	🍏	🍏	🍏
2. Facilitator responded to needs of							

Strongl y Disagr ee	Disagr ee	Some- what Disagr ee	Neither Agree Nor Disagr ee	Some- what Agree	Agree	Strongl y Agree
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group.

3. Overall, the facilitator was highly effective in conducting TOT.

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Additional comments about Shawn's performance:

Appendix C: CLT ToT Pre-Post Training Assessment Analysis

Pre-Post Training Assessment

Training name : TOT of Civic Leadership Training

Data : 1 - 4 February 2013

Venue : Dare

Total Participant : 24

I. Summary of Pre-Post Assessment

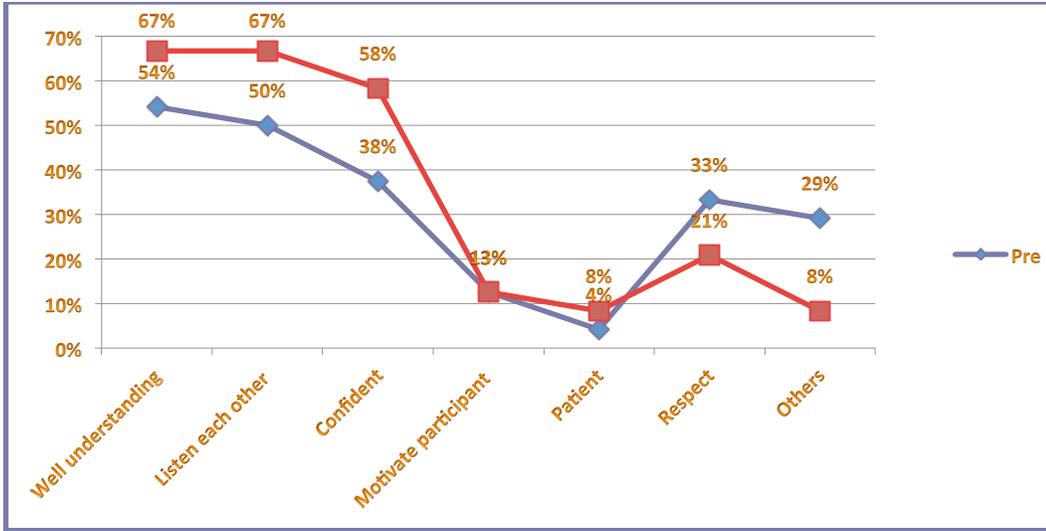
A. Overall Evaluation

Areas	Very low	Low	Average	Good	Very Good
1. Enjoyment/Accessibility	0%	0%	0%	33%	67%
2. Relevancy	0%	0%	0%	46%	54%
3. Usefulness	0%	0%	0%	42%	58%
4. Facilitator	0%	0%	0%	50%	50%
5. Expectation met	0%	0%	0%	54%	46%
Total	0%	0%	0%	45%	55%

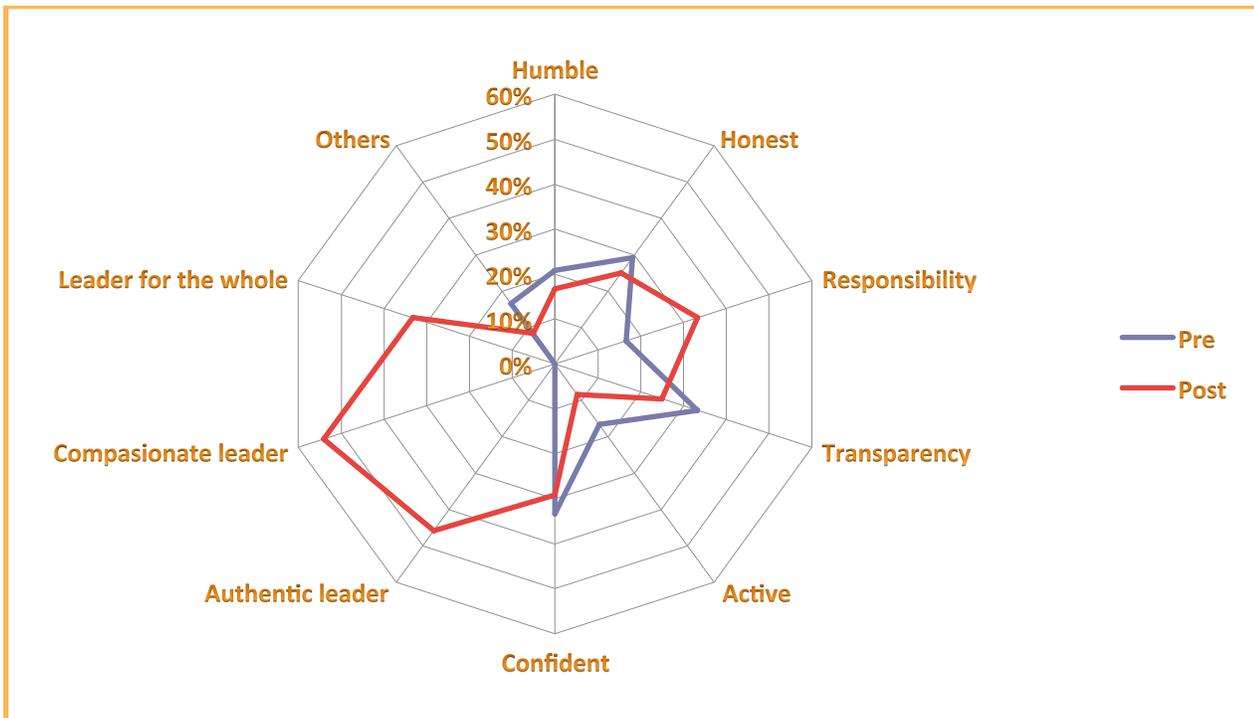
B. Changes in Knowledge and Ability

	Pre	Post	Changes
Authentic Leadership (Q_B2)	58%	88%	+30%
Compassionate Leadership (Q_B3)	29%	83%	+64%
Leader for the whole (Q_B4)	33%	83%	+50%
Distinguishing between interests and positions (Q_B5)	0%	50%	+50%

Q_B1. Five most important quality of a Facilitator



Q_B6. Five most important quality of a Leader



II. Details of Pre-Post Assessment

Q_A1. Clearly articulating life goals and/or purpose

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	0%	0%	4%	0%
Somewhat unconfident	8%	8%	13%	13%
Do not know	4%	0%	4%	0%
Somewhat confident	63%	50%	50%	46%
Strongly confident	25%	42%	29%	42%
Total	100%	100%	100%	100%

Q_A2. Effective Communication

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	0%	0%	0%	4%
Somewhat unconfident	25%	4%	13%	0%
Do not know	8%	4%	0%	4%
Somewhat confident	50%	54%	63%	54%
Strongly confident	17%	38%	25%	38%
Total	100%	100%	100%	100%

Q_A3. Problem Solving

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	13%	0%	0%	4%
Somewhat unconfident	13%	13%	25%	8%
Do not know	4%	0%	4%	4%
Somewhat confident	58%	58%	58%	50%
Strongly confident	13%	29%	13%	33%
Total	100%	100%	100%	100%

Q_A4. Leadership for the whole

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	8%	0%	8%	4%
Somewhat unconfident	21%	8%	13%	13%
Do not know	13%	0%	17%	0%
Somewhat confident	46%	29%	46%	25%
Strongly confident	13%	63%	17%	58%
Total	100%	100%	100%	100%

Q_A5. Distinguishing between interests and positions

	Pre	Post	Pre	Post
	My	My	My Ability to	My Ability to

	Knowledge and/or Ability	Knowledge and/or Ability	Train Others	Train Others
Strongly unconfident	13%	0%	8%	0%
Somewhat unconfident	38%	13%	8%	21%
Do not know	4%	0%	13%	0%
Somewhat confident	33%	46%	54%	38%
Strongly confident	13%	42%	17%	42%
Total	100%	100%	100%	100%

Q_A6. Remaining calm when conflicts and crises escalate

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	4%	0%	4%	8%
Somewhat unconfident	17%	13%	17%	13%
Do not know	8%	0%	13%	4%
Somewhat confident	50%	67%	58%	50%
Strongly confident	21%	21%	8%	25%
Total	100%	100%	100%	100%

Q_A7. Understanding different conflict styles

	Pre	Post	Pre	Post
	My Knowledge and/or	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others

	Ability			
Strongly unconfident	4%	0%	4%	4%
Somewhat unconfident	25%	0%	8%	13%
Do not know	21%	0%	42%	0%
Somewhat confident	46%	67%	42%	46%
Strongly confident	4%	33%	4%	38%
Total	100%	100%	100%	100%

Q_A8. Believing in the possibility of win-win solutions

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	0%	0%	8%	0%
Somewhat unconfident	33%	8%	29%	17%
Do not know	29%	0%	25%	0%
Somewhat confident	33%	42%	29%	33%
Strongly confident	4%	50%	8%	50%
Total	100%	100%	100%	100%

Q_A9. Facilitation

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	8%	0%	4%	4%

Somewhat unconfident	13%	17%	13%	17%
Do not know	4%	4%	8%	4%
Somewhat confident	46%	46%	42%	38%
Strongly confident	29%	33%	33%	38%
Total	100%	100%	100%	100%

Q_A10. Experiential training methods

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	4%	0%	8%	0%
Somewhat unconfident	21%	13%	21%	25%
Do not know	4%	4%	8%	4%
Somewhat confident	54%	67%	42%	50%
Strongly confident	17%	17%	21%	21%
Total	100%	100%	100%	100%

Q_A11. Consensus building

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	8%	0%	4%	0%
Somewhat unconfident	29%	4%	33%	13%
Do not know	25%	0%	21%	0%

Somewhat confident	29%	63%	25%	42%
Strongly confident	8%	38%	17%	46%
Total	100%	100%	100%	100%

Q_A12. Decision making

	Pre	Post	Pre	Post
	My Knowledge and/or Ability	My Knowledge and/or Ability	My Ability to Train Others	My Ability to Train Others
Strongly unconfident	8%	0%	4%	0%
Somewhat unconfident	13%	8%	25%	21%
Do not know	0%	0%	4%	0%
Somewhat confident	67%	58%	46%	46%
Strongly confident	13%	33%	21%	33%
Total	100%	100%	100%	100%

Q_B1. What do you believe are the five most important qualities of a facilitator?

	Pre	Post
Understand well training material	54%	67%
Listen each other	50%	67%
Confident	38%	58%
Motivate participant	13%	13%
Patient	4%	8%
Respect	33%	21%

Others	29%	8%
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Q_B2. Please describe, in your own words, what it means to be an authentic leader?

	Pre	Post
Leader who leads by his/her own convictions, working with the heart, not copy from others, leading from the inside to outside.	58%	88%
Leader who has a good technique and has a good style	42%	8%
Do not know	0%	0%

Q_B3. Please describe, in your own words, what does it means to be a compassionate leader?

	Pre	Post
Leaders who lead with compassion to all people regardless of race and gender.	29%	83%
Leaders who take the lead in making decisions or solutions, with feeling confused and hesitant. Not confident with the decisions taken	71%	14%
Do not know	0%	0%
Total	100%	100%

Q_B4. Please describe, in your own words, what does it means to lead for the whole?

	Pre	Post
Leader who lead all people without discrimination, lead without distinction of religion, race, sex, age, color.	33%	83%
The leader who has overall responsibility for making decisions, lead, influence.	67%	17%
Do not know	0%	0%
Total	100%	100%

Q_B5. With regard to conflict, please explain the difference between interests & positions.

Position is	Pre	Post
Want to get something or want something that needed	0%	58%
Leader how doing work based on her or his position or title and responsibility.	100%	25%
Do not know	0%	17%
Total	100%	100%

Interest is	Pre	Post
Reason to get something that we need (can be change to new position)	0%	58%
Leader who has an interest or willing to implement the program with conscious	100%	25%
Do not know	0%	17%
Total	100%	100%

Q_B6. What do you believe are the five most important qualities of a leader?

	Pre	Post
Humble	21%	17%
Honest	29%	25%
Responsibility	17%	33%
Transparency	33%	25%
Active	17%	8%

Confident	33%	29%
Authentic leader	0%	46%
Compassionate leader	0%	54%
Leader for the whole	0%	33%
Others	17%	8%

Q_B7. Do you have different perspective of leadership after the workshop? If yes, please explain

	Post
Leader is not from the outside, as a leader does not know everything, keep asking questions to understand well the people.	50%
I will apply my experiences that I learn from this training and share to everyone in my community	42%
Do not know	8%
Total	100%

Appendix D: CLT ToT Participant List

**Civic Leadership Training (Training of Trainers), Dare, 02-05
February 2013**

No	Naran	Gender	Idade	Pozisaun	Distrito	Rep Organizaçãun	
1	Crisanto M. Tilman	M		22		Dili	STVJ()
2	Arfim Pereira Carceres	M		24		Manatuto	Grupu Muzika (UMASE)
3	Romario Freitas	M		23		Viqueque	CJDV
4	Humbelina de Jesus Key		F	29		Lautem	Sanggar haburas kultura
5	Diego da Costa Pereira	M		21		Liquica	Grupu Desportu FC LEOPA
6	Julio S. dos Reis	M		24		Ermera	Grupu Muzika Rai Nain (Ermera)
7	Eusebio Gomes Carvalheira	M		21		Bobonaro	Grupo Igreja Joven ba Kristu
8	Lece Aparicio Ramos		F	20		Aileu	CJA
9	Marcelina do Rego P. Ximenes		F	25		Ainaro	Grupo SUHU RAMA
10	Norberto A. Sarmiento	M		29		Manufahi	Idividual (Responsavel Arte Marsial)
11	Firmina Sandra Moniz Amaral		F	18		Covalima	Youth Parlament
12	Hermenegildo Sau	M		22		Oe-Cusse	Grupo UNEPTO
13	Sereno A. das Neves	M		24		Aileu	CJDA
14	Domingas Soares Pereira		F	22		Dili	CNJTL
15	Venancio Collo	M		31		Oe-Cusse	CJDO
16	Agustinho Piato Soriano	M		26		Liquica	CJDL
17	Nelia Soares Menezes		F	26		Dili	SFCG
18	Egas X. da Costa	M		26		Dili	SFCG
19	Fernando Carceres da Costa	M		23		Dili	SFCG
20	Manecas Lobo dos Santos	M		32		Dili	CNJTL
21	Domingos Rodrigues	M		30		Manufahi	CJDM
22	Zaulino Gomes da Silva	M		19		Viqueque	Youth Parlament
23	Clotilda Teresa S. Guterres		F	32		Viqueque	CJDV
24	Dario da Silva Leong	M		38		Dili	SFCG
Total		17	7				

Appendix D: Civic Leadership Training-of-Trainers Agenda

Timor Leste Civic Leadership Training

February 2013

Conducted by: Shawn Dunning

Topics to cover:

- Authentic Leadership
- Leadership Vision
- Cooperative Problem solving & Teamwork
- Effective communication
- Decision making
- Facilitating Forums (dialogue)
- Time/Priority Management
- Debriefing with Purpose
- Workshop Design

Assumptions

- This will be a highly intensive training schedule: each day will run from 8-6 with 1-hr breaks for lunch and short breaks as needed. Evening discussions after dinner.
- This plan is subject to modification based on observed progress, expressed needs of trainees, and other unforeseen conditions. Exact order/flow of activities will be decided by lead facilitator based on maximizing naturally-occurring interest areas
- Focus will be on building a foundation of principles and concepts rather than rote activity implementation.

Evening Prior to Day 1

- Introductions (highly interactive)
- Overview of training plan & expectations discussion
- Principles of Common Ground Approach
- Project Overview (if necessary, to orient participants about how their skills will be called upon afterwards)

Day 1

- Experience Core Activities, beginning with various team challenges
- Strategies for Experiential Learning Methodology

Day 2

- Additional Core Activities
- Facilitation Methods (Debriefing, Dialogue, Experiential Learning Methods)

Day 3

- Practice Delivering Modules
 - Feedback and coaching from lead facilitator
 - Feedback and coaching from peers
- Transition to dialogue facilitation skills

Day 4

- Dialogue simulations/practice
- Planning for upcoming working.