



TAHSEEN Project
CATALYST Consortium

Team Building Training Workshop for Minia's Youth Committee

October 11-13, 2004



Project funded by the
United States Agency for
International Development

October 2004



The CATALYST Consortium is a global reproductive health activity initiated in September 2000 by the Office of Population and Reproductive Health, Bureau for Global Health, U.S. Agency for International Development (USAID). The Consortium is a partnership of five organizations: the Academy for Educational Development (AED), Centre for Development and Population Activities (CEDPA), Meridian Group International, Inc., Pathfinder International and PROFAMILIA/Colombia.



This publication was made possible through support provided by the Office of Population and Health, United States Agency for International Development, under the terms of contract No. HRN-A-00-00-00003-00. The opinions expressed herein are those of the author(s) and do not necessarily reflect the views of the United States Agency for International Development.

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Team Building Training Workshop for Minia's Youth Committee

Youth is one of the identified “priority groups” for TAHSEEN/CATALYST and community involvement is key when following a youth development and sustainability model. The strategy focuses on forming a committee for youth on the governorate level, composed of the different categories of community members (i.e., government employees, university professors, NGO representatives, religious leaders and youth). The committee's aim is to mobilize the community around important youth-specific family planning and reproductive health messages. TAHSEEN/CATALYST assists the group in developing common ground and a common language in order to discuss FP/RH issues, networking, problem solving and to exchange ideas and experiences.

In keeping with this objective, TAHSEEN/CATALYST formed the Youth Committee in Minia in January 2004. This committee went on to design and organize the successful TAHSEEN/ CATALYST Shabab Week.

Workshop Purpose

The committee has been planning its activities for the coming year, so this workshop was developed to strengthen their ability to work together and to utilize individual team members' experiences to enable the team to reach its goals.

The workshop further provided an opportunity for the Fayoum and Beni Suef Youth Committees to meet with Minia's Youth Committee and benefit from its experiences.

Workshop Objectives

The overall objective of the training was to introduce Minia's Youth Committee to the concept of teamwork and provide them with techniques to help them work effectively as a team.

The immediate objectives of this workshop were to:

- Develop team spirit between committee members
- Expose the participants to obstacles faced during teamwork and the different strategies for problems-solving
- Identify characteristics of effective teamwork

Technical Content of the Workshop

Mr. Hossam Hammad delivered a presentation on TAHSEEN/ CATALYST's activities in Egypt and two members of Minia's Youth Committee delivered a presentation on the activities carried out by the committee during the last several months.



His Excellency, the Minister of Youth and Sports Anas Ahmed El-Feky inaugurated the first day of the workshop and declared that the youth committees were on the right track. The minister stated that the reason the committees are so effective is that they are composed of a mixed group of field-oriented youth and older community leaders who actively participate in community mobilization activities. He also liked the idea of blending the expertise and wisdom of the community's natural leaders with the enthusiasm and creativity of youth. The Minister noted, "The important thing is to strike the right balance between enthusiasm and expertise."

His Excellency showed tremendous interest in supporting TAHSEEN/CATALYST in his new capacity as minister based on his successful collaboration with TAHSEEN/CATALYST in his previous capacity as the head of the National Cultural Palaces Organization. He was also impressed with the Minia Youth Committee's achievements. He was presented with a TAHSEEN/CATALYST shield. Photos of the youth working groups from each governorate were taken with the minister and with TAHSEEN/CATALYST staff.

The minister requested TAHSEEN/ CATALYST youth publications and they were sent to him the following day, along with a letter of thanks.

Ms. Elham Fateem, a consultant, conducted the rest of the two-day workshop. The training covered the following points:

- Introduction to the team building concept
- Human communication skills
- Self-perception and perception of others
- Obstacles faced during the communication procedure
- Expected relationships
- Strategies for problem solving
- Characteristics of effective teamwork

Methodology

The main technique used in the workshop was a participatory approach, which allowed all participants to contribute to the discussion. It also promoted a free exchange of ideas and encouraged individuals to listen to each other, respect the ideas and opinions of others and learn from each other.

Small group work and brainstorming were also used to encourage teamwork.

Several items of training facility equipment were utilized such as an overhead projector and a flipchart, in addition to a training film about team building.

Workshop Results

The workshop was successful in developing team spirit among the participants. The participants mentioned that they had been in desperate need of such a workshop in order



to make them feel like members of one family. Also, it gave them the chance to exchange experiences and gain from each other's strengths. They commented that the trainer was effective and maintained a good level of quality and the topics of the training were very useful. The workshop provided a good opportunity for the participants to be actively involved with each other; the presence of Dr. Nagwa Samir and the TAHSEEN/CATALYST team enriched the workshop.

Lessons Learned

At the end of the workshop the participants said that they needed more training in the area, especially on the strategies of problem solving. They suggested the following:

- The duration of the workshop should be extended
- A complementary training program in Minia should be held
- The workshop's agenda should be sent to participants in advance
- Another training on planning and project design should be held

Training Course Evaluation

At the end of the training day, participants provided verbal feedback on the content, methods and overall arrangements of the training day. In addition to stating positives and negatives, participants were encouraged to offer suggestions for the future.

Positives aspects mentioned were:

- Topics were new and important
- Applied examples were good
- The communication topic imparted strength
- Some concepts and terms were corrected
- The exchange of experiences between participants was positive
- The atmosphere was cooperative and friendly
- The trainer was a good leader
- The organization of the workshop was good
- The film was interesting and inspired discussion
- Practical exercises and group work were useful
- The training achieved its goal
- The trainer exhibited enthusiasm for discussions

Negative aspects mentioned were:

- The workshop duration was short
- The period of time allotted to the topic of conflict resolution was insufficient



Annex One: Participants

The first day of the workshop was attended by:

- His Excellency, the Minister of Youth and Sports, Anas Ahmed El-Feky
- Members of the Beni Suef Youth Committee
- Part of the Fayoum Youth Committee
- The Minia Youth Committee

The remainder of the workshop was attended by members of the Minia Youth Committee (a total of 15 participants).

In addition, Dr. Samia El-Shafei from MOHP attended the two-day training course.

