

# Training of Trainers

Participatory Methods of Training  
for Effective Content Delivery

Supporting Training Institutions in Capacity Development  
for Coastal and Marine Protected Area Management

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

On behalf of:



Federal Ministry  
for the Environment, Nature Conservation,  
Building and Nuclear Safety

of the Federal Republic of Germany



## **Indo-German Biodiversity Programme**

Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas (CMPA)

# **About the project**

## **Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas (CMPA)**

The Government of India and the Government of Germany are jointly implementing a technical cooperation project titled 'Conservation and Sustainable Management of Existing and Potential Coastal and Marine Protected Areas' (CMPA). The project is supported by the Federal Ministry of the Environment, Nature Conservation, Building and Nuclear Safety (BMUB), Government of Germany and implemented by GIZ, India in partnership with the Ministry of Environment, Forests and Climate Change (MoEF&CC), Government of India.

The project aims at contributing to conservation of biodiversity through participatory approaches in the management of existing and potential coastal and marine protected areas in India. To support the capacity development process of stakeholders relevant to conservation and sustainable management of marine and coastal protected areas (MPAs), the first step is to engage with the trainers at the key forest training institutions at the National and State level, who have the mandate to impart training to the current and future coastal and marine protected area managers.



## Capacity Development for Sustainable and Effective Management of Coastal and Marine Protected Areas (MPAs)

Photo: Dr. Neeraj Khera

Capacity development is the process of developing the capacities of individuals and shaping joint learning processes such that the individuals are enabled to achieve sustainable results within their own system of reference.

Capacity development facilitates change among people, in three dimensions: knowledge, skills and values/attitudes. A combination of traditional and innovative capacity development measures is required to achieve the objective.

### *Contents for the 3-Day Training of Trainers:*

- Create a common understanding on what and why participatory methods
- Learning cycle and different learning styles
- Role and skills of trainers and facilitators
- Training Needs Assessment- methods , approaches and examples

## Why learn new participatory training methodologies?

Traditional teaching methods are widely used to transport information, facts and knowledge, but they are not always able to maximize the outcome for the participant's learning. In a participatory training, learning occurs through active involvement of the trainees and it is they who develop the answers. The participatory methods of training help the trainer in:

- Increasing the relevance of the content for the participants, because the methods enable adaptation of the content based on the feedback of participants. Especially when the audiences are experienced field practitioners, they bring a variety of knowledge into the classroom.
- Increasing the inclusiveness of participants, by integrating the learning needs of different audiences. Different people learn differently – some need more visual stimuli, some are focused on listening and others have a more action-oriented learning style. In turn everybody can benefit from a more holistic learning experience, when different senses are stimulated.
- Increasing the sustainability of the training. The participants are encouraged to use examples that are relevant to their own work. This enables the participants to use the training methods efficiently and effectively into their sphere of work.

- Understanding group dynamics and behaviour and how to use them, group development model
- Verbal and non verbal communication
- Closing a training & giving and receiving feedback
- How to decide the right training method
- Hands-on practice session on specific participatory methods: Bus Stop, Fish Bowl, Knowledge Cafe, Role Play, Simulation method, Online games and simulations, case study method, interactive lectures.



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