



LEGS Training of Trainers (TOT) Evaluation

Addis Ababa, 14th-19th March 2016

1. Course objectives and relevance

1.1 Do you think the following objectives of the training have been met?

Not met Partly met Mostly met Fully met

Describe and apply the LEGS approach

1 2 13

Identify appropriate livelihood-based livestock interventions in emergency response

1 5 12

Design and implement response interventions according to LEGS standards and guidelines

1 7 10

State the principles of adult learning and apply them to delivering a training session

1 8 9

Describe the role and responsibilities of the trainer

1 4 13

Prepare and deliver a training session

1 7 10

Use a range of training skills and methods

1 7 10

Prepare and carry out a LEGS Training

2 6 10

Was the course relevant for your work?

Yes: 18

Why?

- Help for livestock interventions
- Capacity building and preparing others
- Programme planning
- Apply knowledge to practical application in programmes
- Working with vulnerable people prone to disaster
- As animal husbandry officer helps me to give technical trainings and related intervention

- Help to structure livestock emergency programmes better
- Allows us to have perspective of the trainee and the trainer
- Being in the training dept in our organisation this has added new skills and techniques to continue with my duties
- I train pastoralist communities
- I work in disaster-stricken communities – drought occurs every year
- Livestock is an important asset for my community
- I work with pastoral community whose mains source of livelihood is livestock
- Gain the skills from LEGS training
- Significant livestock and humanitarian assistance programmes. This will provide a missing element of coordination

2. Workshop design

2.1 What did you like about the overall design and structure of the course?

- Timing of sessions
- Varied presentations
- Variety of techniques
- Repeat of most of the course during the adult learning portion
- Different tools/methods help good understanding of content
- Practicals
- Following training agenda and preparation of course outline given clearly
- Well structured handbook/trainers outline/ppt slides and guide
- Flow of organised ideas
- Course content and way the sessions interconnected with each other; great powerpoint presentations that linked to the content in the handbook; very good trainers with experience and good delivery methods
- Methods used during the training; content in the course; different tools and their application; time management and daily recaps
- Very well done and conducive for learning/training
- The way the course delivery is organised
- Trainers were professional and engaged the trainees to the optimum
- Everything – so professional
- The course is learner-centred
- I like the way our facilitators present themselves to give information
- Good design
- Clear structure, easy to follow and implement

2.2 How do you think the design and structure of the TOT training course can be improved?

- Reduce the first day content or mix with more role play
- Days too short as merging two courses – do 3 day before, then one day refresher and adult learning
- (small comment) Minimise handouts for info already in handbook
- more on practical adult learning; and more case studies of practical application like Ethiopian presentation
- TOT should be given in all countries of East and West Africa – mostly affected
- Livelihood strategies and outcomes can be more elaborated (livestock is dynamic/alternative etc.)
- Increase time for the case studies and role plays

- While this suggestion may not be applicable in other contexts and may be expensive, might be good to do field work (case studies filled the gap on this)
- Current way meets most of the objectives
- To have a field visit and several case studies which have worked out
- By giving some more time (include field exposure visit)
- By having some examples and field visits
- By training more

3. Presentation

3.1 The presentation and facilitation of the workshop was:

Poor Adequate Good 5 Very good 13

What are your comments on Sylvie Robert:

- captures attention; good voice
- wonderful; good facilitator
- great example of how to be prepared but appearing sometimes spontaneous; always positive; personal touch with each participant
- good facilitator
- good skill and preparation
- excellent trainer, nice French accent; goal driven sometimes good but could make trainee feel intimidated
- creates confidence and engages participation among participants
- confident, lots of energy; lead by example; engaging and has good control of the group; participatory, fun to be with 😊 , great trainer
- wonderful trainer, sensitive to each participant's level of understanding
- I liked you; content was well delivered
- You did excellent and keep it up
- Very enthusiastic; energetic and has the contents at her finger tips; a global professional trainer, keep up
- Awesome, incredible, marvellous
- Very polite, sensitive to learner feelings, v good presentation skills
- A good facilitator and loving (?)
- I have no comments, very good
- Impressive facilitator especially given that English is second language

What are your comments on Cathy Watson:

- knowledgeable about livestock sector and adult learning
- knowledge on LEGS, facilitation and organising
- enthusiastic and clearly dedicated to LEGS; very professional; good voice and manner
- good facilitator and well organised
- good manner but sometimes going fast
- excellent as well. Tolerant/motherly nature
- has experience in the design and implementation of LEGS
- lots of knowledge on the content, professional, sensitive to the needs of others, experience , analytic, high energy, participatory, great trainer
- gifted, good coordinator, played a major role 'behind the scenes'
- you had good methods of letting me get the content

- You did excellent and keep it up
- Very fast and efficient in her working – I think you should reduce some speed, but generally a nice and experienced trainer
- Awesome, incredible, marvellous
- Sensitive to details and an excellent trainer
- She was a good facilitator but too fast in speaking
- I have no comments, very good
- Cathy is great, could slow down slightly

What are your comments on Julius Kajume:

- wide experience of livestock sector
- good on practical experience
- low key and not pushy but has wisdom of experience and context; I valued his presence increasingly
- excellent facilitator with a lot of wisdom
- good capacity for training skills and attractive and interesting ideas
- excellent – the ‘guru’ of technical parts in LEGS
- lots of experiences to share and visualise the implementation of LEGS
- very experience, objective, use relevant and real field examples; knowledgeable of both the content and context; great trainer
- very experienced, can nurture more trainers
- you did it very well
- You did excellent and keep it up
- A humble trainer full of experience and can perform much in future
- Awesome, incredible, marvellous
- Wealth of knowledge in LEGS and looked issues in a different angle
- He talks slowly and understandable
- I have no comments, very good
- A wise man, would love to hear him include more of his huge experience in the training

3.2 Do you have any suggestions for alternative ways of facilitating the TOT training?

- Separate four day TOT focusing on adult learning for people who have already done 3-day training
- One afternoon joint field visit rather than free time. More policy/institutional reps.
- Not exactly but it could end at 3pm on the last day
- If the training is done in a rural setting with some field exposure that would be helpful for people not directly linked to livestock
- More sessions

4. Content

4.1 Which session or topic did you find most useful, and why?

- Initial assessment
- All very important but Initial Assessment is most useful as it’s the key to other steps
- Practical presentation – to demonstrate what we learned
- Sessions 7 and 8 were challenging but forced us to integrate much of what we’d learned; liked the exercise Yes/No on core standards – taught me to always consider those
- Adult learning session – everybody in the development sector can acquire this part from different trainings
- Livelihood based livestock interventions according to LEGS
- Livelihood based emergency

- Livestock and livelihoods in humanitarian context
- Cross-cutting themes and core standards because they are the basis of any intervention
- Analysis of technical interventions and options (applies directly with practical aspects to use)
- The session on assessment of technical interventions (the real work)
- Technical intervention options and designing a response
- PRIM – straightforward tool to be applied with different concurrent actors
- PRIM – gives the trainee the ideal situation when to intervene and which objective to achieve
- TOT Training Practice
- All: relevant to my work
- All sessions were very helpful. LEGS TOT is a full package.
- All: 1

4.2 Which session or topic did you find least useful, and why?

- Intro to LEGS
- Somehow the SLF is a bit complicated – need to spend longer or make simpler
- Session 2 maybe as I am already convinced of usefulness of livestock livelihoods
- Session on LEGS handbook – might be easier if trainees do it by themselves
- All sessions were very useful

4.3 Was there anything not included in the workshop that needs to be? If so, what is it?

- Maybe more external input similar to VSF speaker – 2 sessions of less than one hour or even less than 30 mins
- Examples of assessments (surveys, interviews, FGD guides etc.) that could help us adequately design our assessments

5. Satisfaction

5.1 Overall, how would you rate this course? Poor Adequate Good 5 Very good 13

5.2 Any further comments

- Appreciated the experiences of the different countries, keep on doing the TOT tracking by mixing from different countries
- Allocate more time especially the first 3 days
- The idea to invite someone researching about LEGS use and impacts was outstanding
- Trainers are just so capable and understand subject. Facilitators complemented each other very well and each one brought a different voice which was helpful. The energisers were great including group work as well as training exercises and feedback formats.
- Well done, good efforts in transforming and improving livelihoods of livestock keepers
- Time was very minimal, especially to new participants on this training
- After this course I believe I would do much better in designing and implementing emergency projects
- Keep on doing the great work
- Very good trainers and good choice of venue
- Probably the best professional development course I have done since my MA

5.3 Tell us in one word how you would describe this training:

- Excellent
- Fantastic
- Door-opening
- Perfect
- Well planned and facilitated
- SMART and attractive
- Practical!
- Amazing
- FANTASTIC
- Marvellous
- Great
- Excellent/relevant
- Amazing
- Professional!
- Excellent
- People are fully participating and enjoyable

Thank you very much for completing this evaluation sheet. If you have any further comments or feedback on the training, please email the LEGS Coordinator: coordinator@livestock-emergency.net