



LEGS Training of Trainers (TOT)

Evaluation

Addis Ababa, 27th November to 2nd December 2017

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

	Not met	Partly met	Mostly met	Fully met
Describe and apply the LEGS approach			1	22
Identify appropriate livelihood-based livestock interventions in emergency response			2	21
Design and implement response interventions according to LEGS standards and guidelines			5	18
State the principles of adult learning and apply them to a LEGS training			5	18
Describe the role and responsibilities of a participatory trainer and apply them when delivering LEGS training			7	16
Use the training methods described in the LEGS 3-day Training		1	4	18
Amend/adapt a LEGS training session		2	9	12
Prepare and carry out a LEGS Training			12	11
Totals (%)		3 (2%)	45 (24%)	136 (74%)

Was the course relevant for your work? **Yes – 23 / No - 0**

Why?

- I work in livestock emergency interventions (8)
- It helps me to do my job better

- Greater understanding of how LEGS is used in emergency, relevant for my job to see implementation of LEGS training
- Expands my horizon as a freelance trainer.
- My work involves training and implementing projects and M and E
- To have a full understanding of how the TOT is carried out; to better translate LEGS to colleagues and partners
- I work in a conflict zone usually coupled with drought and/or floods
- Previously I had not practical skills on LEGS, now I am equipped
- I am a humanitarian worker in pastoralist area

2. Workshop design

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

- Flow of topics, relating to each other into complete package
- Different sessions and approaches
- A lot of thought has gone into design and structure. It's often hard to keep people engaged over a 6-day training yet this TOT showed a consistent level of effort by participants and is a testament to a well-designed course.
- Handbook is user friendly and slides are easy to follow
- Flexibility
- Design and structure very good, especially participatory, group work and discussion
- Logistics, timely and contents
- Intensity of group work – encouraged healthy discussions by diverse team members and generated ideas
- Knowledgeable and skilled trainers, well organised material, good logistics (supplies, venue)
- Good pace, most able to keep up; participatory, created atmosphere of camaraderie and sense of larger team
- Well researched methods drawn from practical experiences to cover the content.
- Creates good vision for the future
- 3-day training and TOT well tied together and seamless
- Training approach, experience and knowledge of trainers, diversification of trainers and trainees
- The training methodology, flow of topics and trainers' preparedness – the trainers are highly experienced
- Mix of participants and trainers with different qualities, effective organisation (venue, learning aids, handouts), opportunity to practice almost all sessions, perfect time keeping (without losing content – amazed by that!)
- Flow of subject matter (chronology), consistency, case studies and relevance
- Everything; it was beyond my expectations.
- Entire LEGS training
- Good mix of methods, great venue, good structure
- Participatory and adaptive to context
- Really interesting and interactive

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

- None (2)

- Field visit (2)
- Group work is better in small groups to keep all participants engaged
- Happy with the design and structure. Impressed with the daily evaluations and learning pairs.
- More time for practice
- Include participants from diverse contexts to represent all the technical interventions, and use local case studies
- It is perfect. One small improvement – give the broader picture in the first session to help flow
- A bit tiresome to sit through all the practice sessions – try to find a way of applying participants' experiences into practice sessions
- Pactical case studies from the region/country of the training
- Distribute TOT materials earlier for faster conceptualisation
- Good – keep it up
- More illustrations; address changing trends in climate
- LEGS has come a long way (since 2010) drawing lessons, no improvements needed at this time
- By establishing a LEGS country forum that includes all stakeholders
- More participants time to unpack our weaknesses of presentation, more chance to practice different methods (e.g. instructore, facilitator, learner)
- Include quick references to be used at ground level

3. Presentation

3.1 The presentation and facilitation of the workshop was:

Poor:

Adequate:

Good:

Very good:

What are your comments on Sylvie Robert:

- Excellent (3)
- Very approachable, concerned about participants, brings eveyone on board. Good approach for professionals
- Great facilitator, excellent timekeeper, consistent reference to training process
- Great, admire the way she managed the entire training, good time management. Some struggles with accent.
- Vocal, clear and precise
- Knoweldge, ability to understand others
- Professional
- Strict, energetic, organised and candid, slightly stiff posture
- Naturally integrated demonstration of adult learning principles into her facilitation
- Good attention command, but sometimes appears to show dissatisfaction on her face when listening to participants' practice sessions
- Good facilitator keep it up by energy and motivation
- Gifted trainer, engaged trainees throughout, expressive, kept sessions interesting, enthusiastic with a lot of passion
- Good training skills, knowledge, good voice, energetic
- Simple, strong, energetic, illustrative, keeps the participants alert, creative

- Good skills for timing and making sure contents delivered, clear instructions for large activities; I struggled a bit with the French accent but got used to it gradually
- Friendly, punctual, self-explanatory approach
- You are all (3) wonderful facilitators, good feedback providers with different skills, background; you are all committed, inspired, engaging and positive, full of energisers! Keep it up!
- Very lively and friendly, impressive understanding of the learning needs and delivering them
- Very clear, easy to follow
- Highly experienced, well orientated and professional, bridging western and African culture
- Friendly and amazing facilitation skills

What are your comments on Cathy Watson:

- Excellent (3)
- Very lively and capable of handling young participants, never bored with her. Not so good for uptight or serious participants
- Background on LEGS very helpful to understand global context
- Calm and enjoyable sessions. Speaks too fast at times.
- Vocal and experienced, supportive
- Knowledge, ability to understand others, I appreciate her
- Professional with a lot of experience
- Warm, deeply knowledgeable on LEGS, organised
- Monitored coverage of key concepts to ensure they were clearly addressed
- Great, keep up
- Good facilitator keep it up by energy and motivation
- Excellent knowledge of LEGS content, confident and well prepared, puts across ideas clearly in a firm yet friendly way
- Good experience, knowledge and managing training skills
- Clear and to the point, master of the subjects, bright
- Broad understanding of overall development and different contexts, shared links with other sectors and emphasis on crosscutting issues; speed was a challenge but language and voice clear so OK.
- Confident, supportive, willing to assist, experienced, knows the matter well
- Her passion for LEGS is noticeable and that helped me understand and embrace the guidelines more; I am definitely more passionate about applying LEGS in my work
- Very straight to the point, clear, maybe sometimes a little rushed but easy and good to follow
- Straightforward, mature with hands on experience in Ethiopia
- Wonderful coaching skills with detailed technical knowledge on LEGS and amazing coordination skills

What are your comments on Julius Kajume:

- Excellent (3)
- Good command of the topics. Needs to be more lively
- Impressive experience as LEGS Trainer
- My hero, enjoyed clam appearance and knowledge and experience shared
- Flexible and experienced

- I wish to be like him!
- Experienced trainer with LEGS skills
- Deeply reflective, calm, cool, deep knowledge and experience with many examples to cite
- Depth of experience, sincerity and respectful manner
- Well experienced offering answers based on practical experiences. Keep up!
- Good facilitator keep it up by energy and motivation
- Very experiences in livestock and livelihoods, good trainer with 'feelers', able to resonate with trainees very well
- Super, perfect, experienced
- Focussed, to the point, mastery of the topics
- Comes from practical application of LEGS, good understanding of our context, comfortable to work with and a man of few words; good if he had time to share some stories
- Good practical experience, much exposure to LEGS, supportive
- This is my second time interacting with Dr Ajume and as always his commtiment to LEGS is 100%; I aspire to be like him
- Calm way of presenting
- Looks like a pastoralist who lived the life himself, creative
- Amazing person with extensive trainig and facilitation skills. For Julius the LEGS Handbook is not necessary to deliver a training as he has all in his mind. Great job!

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

- None (8)
- Venue was ideal location for training
- Increase the number of days (2) and include more case studies from participants
- Field visits; practical examples/case studies
- More role plays linked to the session after the role play
- Better to give big pictue of LEGS Handbook and general framework at the beginning of the trianing then dive deep into each compoent after that

4. Content

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

- All (7)
- Response identification/PRIM (5)
- PRIM because we have tended to ignore the input of the communities we work for; it is therefore great that participation is embedded in the heart of LEGS
- M and E (5)
- 4 stages and LEGS Tools (2)
- Adult learning
- Response plan
- Standards, Key Actions and Guidance Notes
- Training practice – to fix everything I missed

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

- All were useful (17)
- Intro to disasters for me, but clearly useful for others
- Cross-cutting issues – lower priority/ not given sufficient time to see how they apply so remained vague II
- Note LEGS M and E terms are different from other organisations so need clear definitions

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

- None (9)
- Youth engagement in responding to emergency
- More time for participants to share their experiences – possibly optional info sharing in the evenings
- Maybe something on conflict sensitivity?
- Cash interventions
- How to manage participants with different attitudes/behaviours; security briefs and cultural norms orientation
- Further elaboration on livelihoods (it was good to provide further reading)
- A party on the final day
- More content about adult learning theory and group dynamics; LEGS on refugee camps/displacement scenarios
- Include Core Humanitarian Standard (CHS) along with core standards

5. Satisfaction

5.1 Overall, how would you rate this course?

Poor:

Adequate:

Good:

Very good:

5.2 Any further comments

- Send info on location and venue (plug types, weather etc) beforehand
- More time would make it more relaxing
- Thank you for the opportunity
- Maintain the standard
- Improve balance of participants – Ethiopia over-represented, good to have some from North and West Africa.
- Looking forward to training others on LEGS
- I would recommend the course for all involved in livestock emergencies; it's important to institutionalise LEGS within existing organisations
- Feedback from trainers to enrich the book further
- Keep on moving – great job; please incorporate feedback in upcoming editions
- Maybe one more activity to help get to know each other

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

- Excellent (5)
- Fantastic (3)
- Empowering (2)
- Engaging

- The training was the best!
- Powerful/fruitful
- Well organised and fruitful
- Very relevant, thanks for the good work
- Useful, relevant and appropriate
- Super
- Fabulous
- Perfect!
- Inspiring!
- Impactful
- LEGS for all