



**SPHERE INTRODUCTORY
TRAINING
ROMANIA
APRIL 2023**



Sphere Workshop Report

1. Trainers: Aya Yagan, Victoria Kononchuk
2. Training organised by: Save the Children Romania
3. Workshop dates: 03-04 April 2023
4. Training Venue: Bucharest, Romania
5. Number of participants: 39 (35 female, 4 male)
6. Content included (check all that apply below):

<input checked="" type="checkbox"/>	Sphere: Welcome and Introduction to the Sphere Handbook
<input checked="" type="checkbox"/>	What is Sphere: The Handbook
<input type="checkbox"/>	What is Sphere: Using the Standards in Context
<input checked="" type="checkbox"/>	The Humanitarian Charter
<input checked="" type="checkbox"/>	Protection Principles
<input checked="" type="checkbox"/>	Core Humanitarian Standard
<input checked="" type="checkbox"/>	Water Supply, Sanitation and Hygiene Promotion
<input checked="" type="checkbox"/>	Food Security and Nutrition
<input checked="" type="checkbox"/>	Shelter and Settlement
<input checked="" type="checkbox"/>	Health
<input type="checkbox"/>	Using Sphere in Practice
<input type="checkbox"/>	Sphere and the Programme Cycle
<input type="checkbox"/>	Sphere, Assessment & Analysis
<input type="checkbox"/>	Sphere and MEAL (Monitoring Evaluation, Accountability and Learning)
<input type="checkbox"/>	Sphere, Quality and Accountability
<input type="checkbox"/>	Sphere and Coordination
<input type="checkbox"/>	Sphere, Cash, and Markets
<input type="checkbox"/>	Sphere, the Complementary Standards, and the HSP app
<input type="checkbox"/>	Advocacy: Realizing the Full Potential of Sphere
<input checked="" type="checkbox"/>	Evaluation and Wrap-Up

I. Foreword

This report summarizes the outcomes of a one-day workshop on the Sphere Handbook: Humanitarian Charter and Minimum Standards in Humanitarian Response, conducted in Bucharest, Romania on April 3 and 4, 2023.

Save The Children (SCI), who are primarily responding to the Ukrainian response in Romania, hosted the course. Thirty-nine (39) individuals (35 women and 4 men) attended and effectively completed the course. Participants primarily work in SCI offices across Romania.

The course was intended to provide an introduction to the Sphere handbook as well as practice and contextualization opportunities. Beginning with the core beliefs, history, and structure of Sphere, the course then moves on to the four technical chapters, exploring them through practical exercises and connecting them to the participants' own experiences. In addition, the Humanitarian Charter, the Protection Principles, and the Core Humanitarian Standard were also addressed.

The training was conducted in one day for a group of two; the first day was conducted in English, and the second day featured a live Romanian translation.

The facilitation team consisted of Aya Yagan and Victoria Kononchuk who presented also the Sphere project in Ukraine and Eastern Europe.

II. Trainer's insights and recommendations

- The majority of participants had very little or no knowledge of Sphere; they have been working and responding in accordance with national regulations while attempting to emulate their peers. Nonetheless, there is a large thirst for knowledge regarding Sphere and international humanitarian standards. Many interested participants requested an extended training program.
- The warmup activity "What has been most important to you over the past year?" was highly effective because it prompted participants to pause, reflect, and consider their experiences over the past year. They communicated important facts to their colleagues.
- The Sphere training materials for 1 day were appropriate, but there was a great deal of information to absorb in one day. Perhaps it would be beneficial to divide up the CHS components that could be delivered separately.
- Although the practical activities encouraged participants to use the Sphere handbook, real-life examples were the most effective approach for them to connect the standards with their own job.
- Having the Protection principles exercise as the concluding session was beneficial for re-energizing participants after a long day and ending the day with entertaining performances.
- The second day included a live translation from Romanian to English. The day went well, but a few participants with a high level of English found the training to be a bit too slow or repetitive.

III. Observations from the training team about the Romanian context

- Young local humanitarian community, majority of participants were at their first years working humanitarian context.
- Limited knowledge on Humanitarian Standards; response to date based on Romanian law and goodwill of local population. Enthusiasm for Sphere Handbook and eagerness to professionalise.
- It seems that coordination across active NGOs could be improved as there has been some duplication of efforts and lack of information sharing. They are reliant currently only on reporting the 4Ws (Who does What, Where and When) which is the approach used by all clusters and sectors, worldwide, to track activities that have been implemented in humanitarian response operations. UNHCR is taking a leading role in coordination.
- Lack of visibility/planning/realism with regard to a protracted crisis.
- Mostly a women-led response which requires support for female leadership.

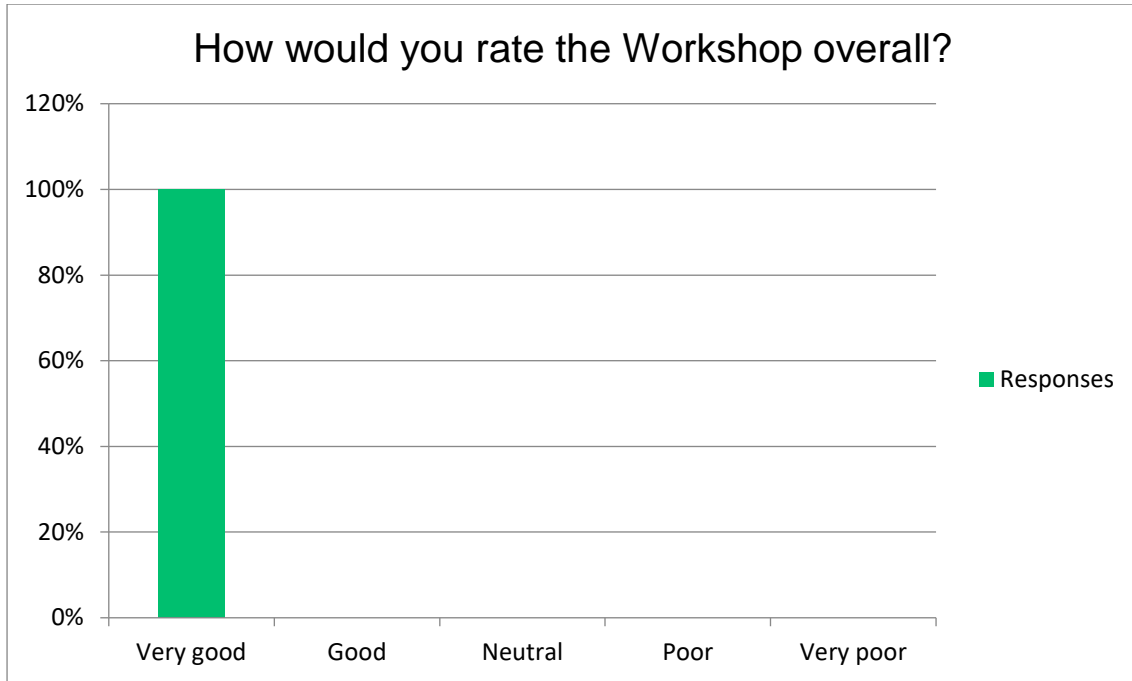
IV. Participants questions and concerns that came up during the workshop

- How Sphere defines beneficiaries?
- How to become a Sphere trainer and focal point?

V. Training evaluation

Day 1

16 participants responded to the evaluation form.



To what extent do you agree with the following statements?	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The event was well-organised and ran smoothly.	88%	13%	0%	0%	0%
The content was informative and interesting.	81%	19%	0%	0%	0%
The content was delivered in interesting and engaging ways.	94%	6%	0%	0%	0%
The facilitators were knowledgeable and engaging.	100%	0%	0%	0%	0%
The pace/speed of delivery was just right; neither too fast nor too slow.	94%	6%	0%	0%	0%

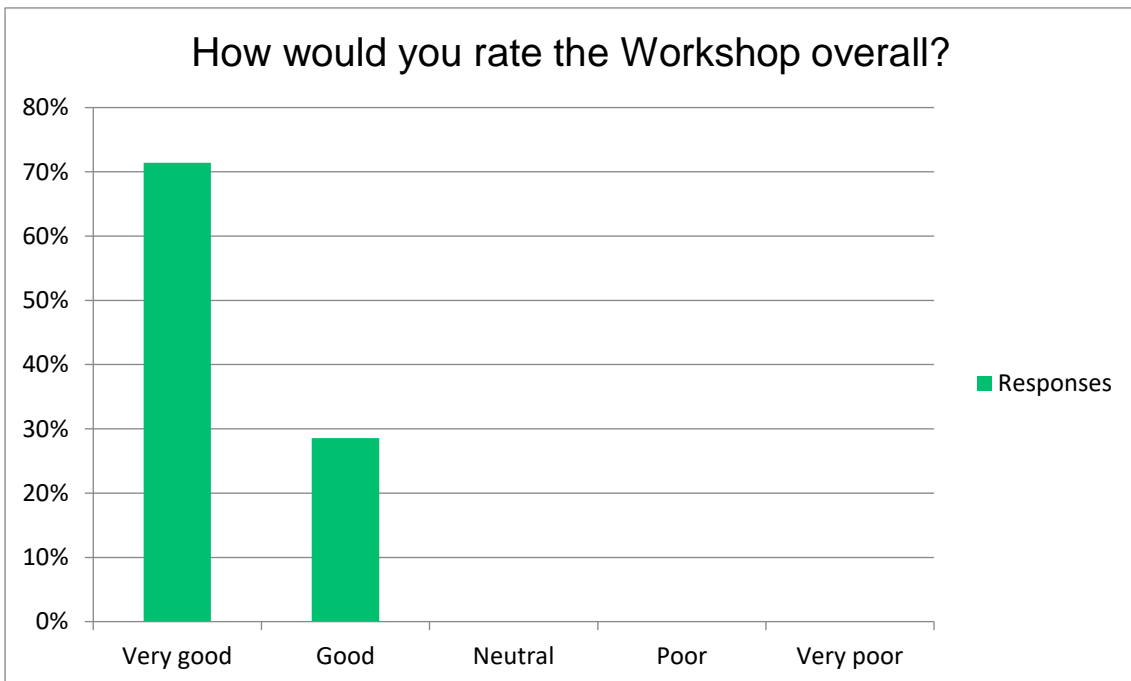
What DID YOU LIKE MOST about this event?
The structure was very clear.
The information was well structured, we had fun as well, the handbook also which we were taught to use it by roll plays. Everything was excellent!
The simple language used by trainer, easy to understand
The fact that it was very practical.
The fact that even if there was a lot of information, the pace was just right.
Activities
The trainers
The interaction and the case studies
The interactive nature and the games
The interactive approach
The information
The facilitator's knowledge on handbook and applied practices

The atmosphere and the information.
Practical exercises in the understanding of the content
Handbook

What COULD WE DO BETTER next time?
You can mix Teams So that people meet new people and not stay with the ones they already know/Work.
More info on how to apply this in our our
Nothing
Longer session.
The discussion about the group games - connecting the information from the games with the theoretical info
Nothing to communicate
More time allocat ef
It was very interesting.
Everything is ok
Adding another day for the training

Day 2

21 participants responded to the evaluation form.



To what extent do you agree with the following statements?	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The event was well-organised and ran smoothly.	86%	14%	0%	0%	0%
The content was informative and interesting.	67%	33%	0%	0%	0%
The content was delivered in interesting and engaging ways.	81%	19%	0%	0%	0%
The facilitators were knowledgeable and engaging.	95%	5%	0%	0%	0%
The pace/speed of delivery was just right; neither too fast nor too slow.	67%	19%	10%	0%	5%

What DID YOU LIKE MOST about this event?
Practical applications and the study case role play.
The experience of the trainer, the comprehensive and standardized perspective on the humanitarian response, the meeting with colleagues.
The tools we received
The way of transmitting the information, even if it was a bit fast. The link created by trainers and participants. Training the participants in the workshop
I liked the most that it was an interactive presentation, based on practical examples.
Method and process of teaching. It's interesting, it's voluminous! Thank you!
The connection with the participants' practice and experiences.
How the information was presented
I liked the fact that it was interactive and we worked in teams, building on the experience gained so far, but also learning new things.
I liked that the trainers used interactive methods
I really liked that I learned something new, that there are countries where Sphere standards are already in force and that there are also focal points in Romania.
Very well organized course
Interactive tasks
The trainers were very involved, concise and clear in the content they were providing. Thank you!
It was very interactive
I liked its openness, and its positive vibes. The trainers were super cute and informed about everything.
Open, engaging atmosphere and I learned new things
New informations, Many interesting exercises
The trainers
Everything about Sphere

What COULD WE DO BETTER next time?
Access to materials related to the course one week before. The possibility of being delivered in online format.
It was a lot of information in one day.

I think it would be helpful if, in the case of the exercises, certain chapters were specified in which part of the answers could be found, so as not to waste a lot of time searching for them in the entire book.

Because there is a lot of information, 1 day of workshop is not enough

All the best, it was interesting! Thank you!

Probably there should be something more interactive although there were some activities, I would have liked the information to be transmitted in a more energizing way.

It is good as the course is presented

A 2-day course would be helpful, for a better sedimentation of the information.

Emphasis on the use of the manual

More video information

Everything was fine. I have no additions

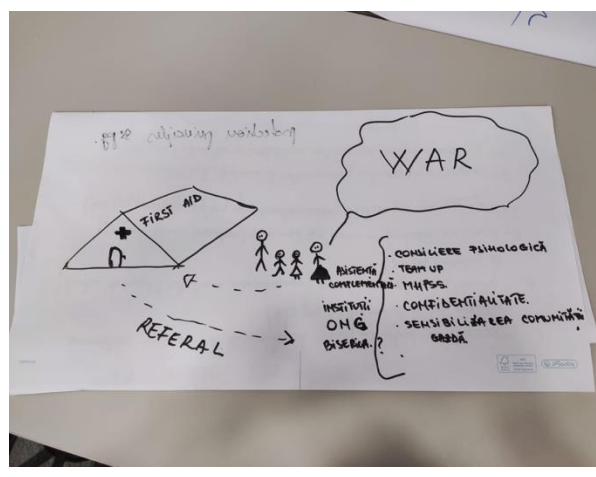
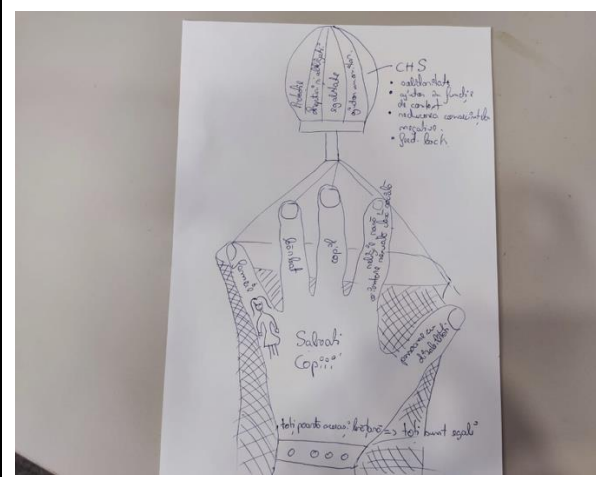
Time management

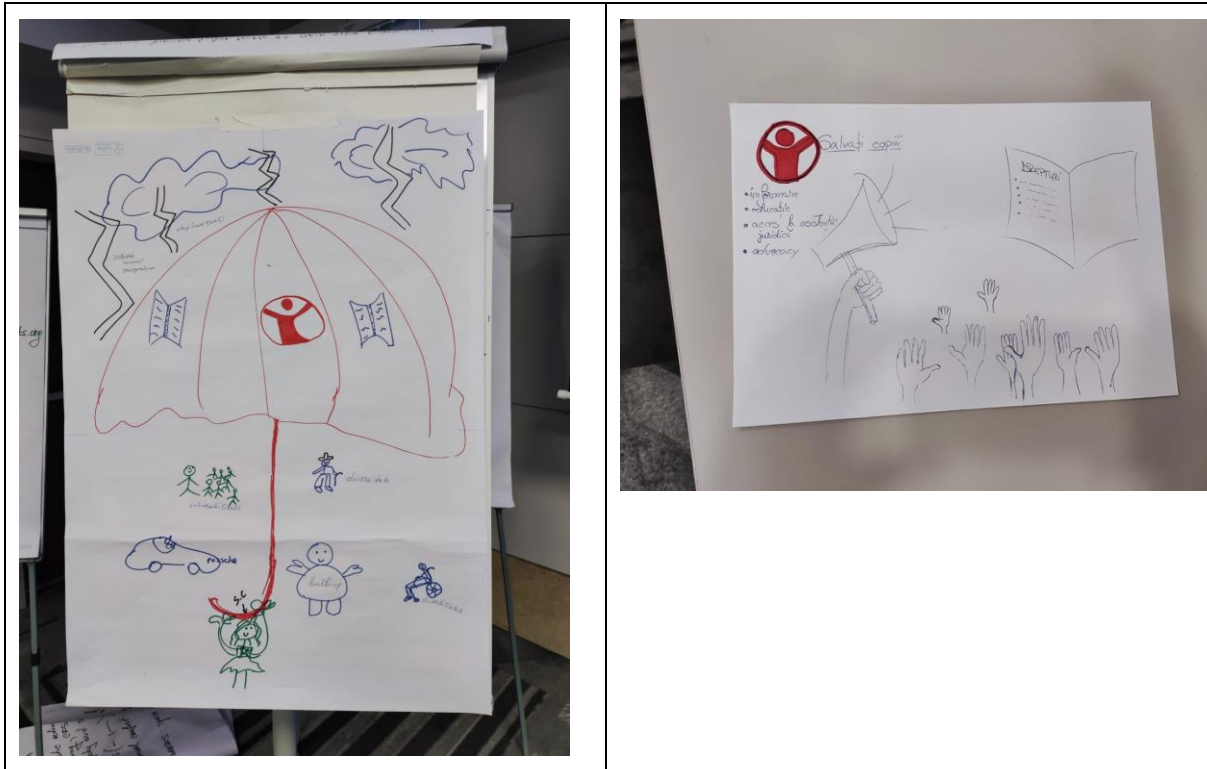
Once studied the handbook, I will like to have another training more applicable, with many examples and studies to be studied

Maybe more practical exercises.

VI. Training photos







VII. Annex 1 Agenda



Time	Contents
09:00 - 10:00	Welcome – Creating a good learning atmosphere – Why are we here
10:00 - 10:30	Brief introduction to Sphere and Ukraine and Eastern Europe Programme
10:30 – 10:45	Coffee/Tea break – fresh air
10:45 – 11:45	Deep dive into the Sphere handbook – Technical Chapters: WASH, Health, Food Security, Shelter
11:45 – 12:15	Structure of the Sphere Handbook
12:15 – 13:00	The Humanitarian Charter
13:00 - 14:00	Lunch break – fresh air
14:00 – 15:15	Scenario: Applying the Sphere Approach
15:15 – 15:30	Coffee/Tea break – fresh air
15:30 – 16:15	The Core Humanitarian Standard
16:15 – 16:45	The Protection Principles
16:45 - 17:00	Certificates and evaluation