



## A Sphere Training of Trainers (ToT) in Ethiopia

December 11-15, 2023, Haile Resort, Adama, Ethiopia

### Introduction

The Sphere ToT is organized by a joint initiative of the Dutch Relief Alliance (DRA), SOS Children's Village Ethiopia (SOS CVE), and the Accountability to the Affected Population Working Group (AAP-WG) in Ethiopia. The joint initiative already organized a series of five Sphere and CHS workshops in October and November 2023 in Ethiopia. Accordingly, a total of 91 (17 female) humanitarian professionals from 33 organizations and agencies were trained. This ToT is a continuation of the joint initiative and is organized for a selected group of 14 (6 female) participants with the aim to eventually become listed Sphere trainers in Ethiopia.

### Goal and Aim

The goal of Sphere Training of Trainers (ToT) is to develop humanitarian professionals' knowledge, attitude, and skills in training, promoting, and applying Sphere Minimum Humanitarian Standards. The two overarching aims of the ToT include:

- 1) to reinforce participants' understandings and applications of Sphere Handbook as a humanitarian tool for quality and accountability, and
- 2) to equip participants with the basic facilitation skills and adult learning principles that help them design and run a sphere learning event.

### Who are the Organizers?

- **The Dutch Relief Alliance (DRA)** is a coalition of 14 NGOs that have joined forces to provide humanitarian assistance to people and communities the world over. Working in partnership with local NGOs and the Netherlands Ministry of Foreign Affairs, DRA strives to enhance the impact of the humanitarian work undertaken by international, national and local NGOs.
- **SOS Children's Villages Ethiopia (SOS CVE)** is a non-governmental, non-political, non-denominational charitable child welfare organization affiliated to SOS Children's Villages International, the largest child development organization for children in the world. SOS CVE humanitarian response program (HRP) has been implementing various projects in North Wollo, North Shewa, Shebelle, and East Harargehe zones of Ethiopia.
- **The Accountability to the Affected Population Working – Ethiopia (AAP WG-E)**, also known as the Inter-Agency Accountability Working Group – Ethiopia (IAAWG-E) is a collaborative network primarily comprised of agencies operating in Ethiopia who aim to adhere to the CHS, Sphere and the Humanitarian Partnership Standards (HSP) as a whole. The network was established in Addis Ababa in 2009 by organizations that have strong interest in promoting accountability in humanitarian and development work using the Humanitarian Accountability Partnership (HAP) standards. **Lead by the International Organization for Migration**, the WG works with the Ethiopia Humanitarian Country Team and Inter-Cluster Coordination Group to strengthen collective accountability in the humanitarian response.

# Sphere ToT Ageneda

DRA, SOS CVA & AAP-WG-Ethiopia, December 11-15, 2023

Haile Resort, Adama Ethiopia

	11-Dec	12-Dec	13-Dec	14-Dec	15-Dec
	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Block 1</b> 8:30-10:00	Opening speech & welcome Introduction and ice breaker	Recap	Recap	Recap	Learning review
	Introduction to Sphere & ToT	Adult learning principles	Adults learning clinic Group formation for Maxi sessions	Participant led Maxi sessions (60 minutes)	Sphere activity cards
<b>Coffee Break</b> (30 min)	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>
<b>Block 2</b> 10:30-11:30	Sphere content: Foundation chapters in practice	Assessing learning needs	Introduction to group presentations and tips	Participant led Maxi sessions (60 minutes)	Welcome to Sphere training community
<b>Block 3</b> 11:30-12:30	Sphere content: Technical chapters in practice	Designing a learning event	Training checklist & measuring training impact	Participant led Maxi sessions (60 minutes)	Individual action planning
<b>Lunch Break</b> (60min)	Lunch Break (60min)	Lunch Break (60min)	Lunch Break (60min)	Lunch Break (60min)	Lunch Break (60min)
<b>Block 4</b> 13:30-15:00	Using Sphere in context	Introduction to Mini sessions	Preparation for Maxi sessions (60 minutes)	Participant led Maxi sessions (60 minutes)	Next steps and action planning discussion
		5-minute presentations (PLS)			
<b>Coffee Break</b> (30 min)	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>	<b>Break (30 min)</b>
<b>Block 5</b> 15:30-16:30	Giving & receiving feedbacks	5-minute presentations (PLS)	Preparation for Maxi sessions (60 minutes)	Learning review	Collective initiative /Networking
<b>Daily Evaluation</b> (16:30 -16:45)	Post it with two stickers	Today I engaged when... and I was less...	Smiles	For me today was....	Certificates and group photo
	PLS=Participant Led Session			Revisit Sphere structure and content	
	Assumed group size=3-4			Learning, facilitation & assessment	
	Maxi PLS=45min+15 min			Participant led sessions	
				Ways forward (plan of actions)	

## Who are the facilitators?

Dr. Amha Ermias, Lead Facilitator and CEO from the contracting company - SEGEL Research and Training Consulting PLC, Ethiopia, is leading the ToT. Dr. Amha Ermias is responsible for leading the ToT through tender submission, contract negotiation, contract signing, ToT design, principally facilitating the ToT, and preparing ToT report. Dr. Amha will be assisted by two co facilitators: Dr. Nina Belay and Andualem Belay. The co facilitators will also act as ToT participant. A summary profile of the contracting company and the training team is indicated below:

- **SEGEL** is an Ethiopian private limited company, with more than 12 years of experience undertaking a growing portfolio of public policy analyses, capacity development, evaluations, and strategic planning projects for highly respected clients including: UN, ICRC, and donors (USAID, FCDO/DFID, JICA etc.) and Ethiopian government ministries, and more than 45 local and international NGOs in Ethiopia. SEGEL also have experience working in Somalia, Tanzania, and South Sudan in multi country evaluations and studies, including with donor consortia. Its partnership network includes consulting companies in Europe (Wageningen Research Institute), Africa (Kilimanjaro Research Institute) and as well as academic institutions including University of Amsterdam.
- **Dr. Amha Ermias** is a listed/ accredited/ Sphere Trainer and a multi-disciplinary consultant with over 17 years of experience in research and evaluation of humanitarian and development projects for UNDP, UNICEF, UNHCR, ILO, JICA, USAID, Oxfam, Save the Children, Catholic Relief Services, CARE, ZOA and other leading institutions in Ethiopia and the horn. He holds a B.A. in Education and a B.SC. in Business Administration from Bahir Dar University in Ethiopia and a Ph.D. in Urban and Regional Development from Addis Ababa University in Ethiopia with advanced training on Sphere ToT; Refugees and Forced Migration at the University of York, Canada; Survey Methodology at the University of Cologne, Germany; Quantitative and Quantitative Research Methods at University of Liege, Belgium; and GIS and RS at UNESCO IHS-Delft, The Netherlands. He is an active member of INEE, Sphere and ALNAP.
- **Dr. Nina Belay** is medical doctor, public health consultant, and monitoring and evaluation expert providing support to SEGEL's team in the planning and implementation of commissioned consultancies related to monitoring and evaluation of health and child protection projects, development of community participation and communication guidelines, and development of project proposals. Her technical assistance focuses on providing/ co facilitating Sphere and CHS training; **developing** guidelines and strategies on SRH and communications; designing data collection tools; doing statistical analysis and producing reports. She also has practical experience of providing primary and continuing medical care for patients in different communities based in public hospitals and private health institutions.
- **Andualem Belay** has been working as consultant, trainer researcher, and lecturer for over 8 years. His specialization focuses on food security and environmental system analysis. He has practical experience of co-facilitating a range of CHS, child protection and child rights, and monitoring evaluation trainings for local and INGOs in Ethiopia. He has practical experience of leading food security, WASH, and capacity building project evaluations. He is a member of SEGEL staff.