

CBR Leadership and Management training for government officials in Mozambique



Day	Time	Subject	Training method
1. Community Based Rehabilitation.			
	09:00-10:00	Welcome, Introductions, Objectives and Methods	
	10:30-15:00	Where with CBR? <ul style="list-style-type: none"> - Current status - CBR-CBID - CBR-Rehab2030 	Interactive lecture; discussions
	15:30 – 17:00	CBR in Mozambique: from an NGO based initiative to a Government delivered programme <ul style="list-style-type: none"> - Systems versus projects - Pro's and con's - Public-private mix - Role of civil society 	Presentation by Government Assignment and discussions + reaching conclusions
2. Policy and Planning.			
2	09:00-13:00	Strategic Planning <ul style="list-style-type: none"> - Think big- start small 	Game and discussion about the lessons learned
	14:00 – 17:00	Setting priorities- essential services Stakeholder mapping Defining gaps in service delivery Mapping essential services	Assignments which shortly will be introduced by trainer
3. Planning and managing services.			
3		Moving into a rights-based CBR programme without losing sight for urgent needs that need to be met. <ul style="list-style-type: none"> - Disability and rehabilitation competencies - Community Development competencies 	Case studies from various parts of the world followed by discussion
		Sustainable developments <ul style="list-style-type: none"> - Who foots the bill? - How to pay the bill? Ensuring the development of a sustainable CBR programme	
4. Managing the workforce.			
4		Which workforce at what levels? <ul style="list-style-type: none"> - Necessary capacity-building - Training programmes- need for a national training programme? - Coaching, supervision, intervision - Continuing Education - Linking with professionals Quality assurance	
		Lessons from the Essential Standards study	Presentation and debate about the needs for training in Mozambique

		Use of available training and coaching materials. <ul style="list-style-type: none"> - E-Rehabilitation: use of the RehApp – Flascards etc. - STEP developments (Liliane Foundation pilot) and experiences 	Information session with critical reflections
5. Managing information: developing a CBR Information System.			
5	09:00-17:00	Importance of data-information <ul style="list-style-type: none"> - Use of the ICF Developing a CBR Information System <ul style="list-style-type: none"> - Information needs at various levels by various Government Ministries - Deciding on the information needs by various stakeholders - Indicators to be used - Data collectors at various levels - Who reports to who and when? 	Workshop type of day with short introductions by trainer. This session should end with conclusion and possible decisions about a Rehabilitation Information System
		Using the Information System to support, supervise and manage personnel	Practical session: assignment to illustrate what information can be used for
6. Managing the programme – top-down steering for a bottom-up development.			
6		Resource management <ul style="list-style-type: none"> - Resources needed other than human resources Human Resource management <ul style="list-style-type: none"> - Numbers and types of staff - Tasks and responsibilities 	
		Scaling up <ul style="list-style-type: none"> - Aspects of scaling up - What can we learn from the STEP programme of the Liliane Foundation? 	Presentation and discussions
7. The role of Civil Society.			
7		Involvement of Disabled People Organisations (DPOs) <ul style="list-style-type: none"> - Rights and Responsibilities - Responsibilities and Accountability 	Debate with representative of the DPO movement in Mozambique with short presentations
		Rights and Realities <ul style="list-style-type: none"> - Case studies from Rwanda and Zambia 	Presentation Discussion Case studies
8. Evaluation of CBR			
8		Monitoring and Evaluation Systems Development	Examples of how evaluation (internal/external) can lead to insights and necessary change
9. Reflection on national CBR programmes.			
9		What did the national CBR programme in Ghana fail and succeeded in Benin? Lessons for Mozambique	Interactive lecture and case studies

		Developments in the region: Malawi, Zambia and lessons to be learned	Case studies with discussions
10. Wrap up. Decisions to be made. Tasks to be done.			
	09:00-15:00	Review, reflections and step to be taken and decision on who does what.	