



Community Development Resource Association

Courses for 2008

The Community Development Resource Association is a non-governmental African organisation, based in Cape Town, South Africa. We work with people who are engaged in social transformation with marginalised communities. We help development practitioners to build more developmental practices in the field and the kinds of organisation and leadership that best support these. We are offering the following courses in Cape Town over 2008:



A. Principles, Strategies & Skills of Effective Developmental Practice

“Building an authentic practice in the field”

This five-day course brings and explores some of the core concepts, principles, strategies, processes and competencies of a developmental field-practice. The course provides a process for participants to understand where the real work of facilitating development lies and what their own personal development challenges are in developing as a practitioner. Aimed at practitioners including field-staff, programme managers, directors and donors.

DATE: 14 – 18 April 2008 (non-residential)



B. Developmental Approaches and Skills for Group Facilitation

“Bringing life to group process”

A five-day course for practitioners to learn and further explore essential facilitation concepts and skills for working developmentally with groups of people in small group, workshop or training course settings. The course offers an opportunity to experience, critically examine, reflect on own practice and learn to practise a ‘developmental’ approach to group facilitation.

DATE: 9 – 13 June 2008 (non-residential)



C. Advanced Facilitation

“Facilitating emergence...”

Facilitating Emergence offers an opportunity to develop a deepened understanding and practice of working with emergent unfolding processes in groups, with a focus on the role of the facilitator. This course is for practitioners, who already have a practice and some experience involving facilitation, who want to enliven their practice and enhance their skills, so that they are better able to work intuitively and in the moment. It will be useful for practitioners who want to generate learning from within and between stakeholders, and to improve existing developmental interventions so that they become more conscious and participatory.

DATE: 10 – 14 November 2008 (non-residential)

D. Managing People Developmentally

“Seeking resonance between individuals and organisation”

This five-day course explores the principles, values and practices of effective developmental supervision, mentoring and performance appraisals. For those in team leadership, management or other supervisory positions who wish to mobilise and support the development of the unique talents and potential that each staff member brings to the work place.

DATE: 4 – 8 August 2008 (non-residential)

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E. Developmental Planning, Monitoring, Evaluation and Reporting

“Enabling clarity, direction and support”

In this five-day course participants will explore and develop approaches that enable planning, monitoring, evaluation and reporting processes to support rather than obstruct a developmental field practice – a PME approach beyond logframes. For directors, programme/project managers and field-team leaders as well as donors. Not a basic skills training course in project management.

DATES: Course 1: 21 – 25 April 2008 (non-residential)
Course 2: 20 – 24 October 2008 (residential)

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F. Observation, Insight and Intervention

“Developing a New Discipline for Facilitating Change”

This programme follows on the approach originally taught in the CDRA Fellowship Programme in 2004-2006, and is run in collaboration with The Proteus Initiative. It now seeks to expand access to the approach, while holding the depth of engagement. This programme, run over 17 days, provides an in-depth introduction to Goethean methodology specifically as a means for developing a new approach to social intervention. It addresses four aspects: understanding living process; practising new ways of seeing and thinking (developing methods); engaging in processes of self-development (to facilitate our own change as our understanding and approach changes); and translating and applying our new understanding and capacities into the situations with which we engaged. The programme includes a 6 – 8 day residential retreat which will run over a weekend.

DATE: 5 – 21 May 2008

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G. Facilitating Development

“...from the inside out”

This is a comprehensive programme for experienced development practitioners seeking to explore challenging new ways of understanding development and improving its practice and impact. The course is over a block period of 5 weeks. Experienced participants are drawn from diverse sectors and countries around the world which affords rich opportunities for sharing and learning. The programme includes a 2 week residential retreat which will run over the first two weeks of the course.

DATE: 1 September – 3 October 2008

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For curriculum details for all courses please consult our website – www.cdra.org.za

Fees, board, lodging and travel

Fees for 5-day Courses

Non-residential courses: (at CDRA's Centre in Cape Town)

- ❖ South African NGOs & CBOs – R1 250
- ❖ Non-South African NGOs/Government/ Donors – R1 800

This includes course material and lunch/teas only.

Residential Courses: (at a retreat near Cape Town)

- ❖ South African NGOs & CBOs – R2 450
- ❖ Non-South African NGOs/Government/Donors – R3680

This includes all board and lodging, but excludes travel to Cape Town. Transport to the venue from Cape Town is organised by CDRA.

Fees for Longer Courses:

F. Observation, Insight and Intervention – R13 000 (including the 2-week residential retreat)

G. Facilitating Development – R16 000 (including the 2-week residential retreat)

Fees cover board and lodging for the retreat only

Reduced Fees for Associates

If you have already attended a CDRA course, you qualify, as an Associate, for a 10% discount.

Travel and non-retreat costs

Participants from outside of Cape Town should budget to cover the costs of their travel to, and accommodation in Cape Town for the non-residential and non-retreat days. Board and lodging prior to and after the course is the responsibility of participants.

Accommodation in Cape Town

Pauline is able to refer out-of-town participants to local guest houses for non-residential and non-retreat part of the courses. Bookings and payment remain the responsibility of participants.



We suggest that organisations send more than one participant for mutual support for both the course and for implementing new practices in the field and organisation.

Community Development Resource Association
Application for Courses for 2008

Please complete and send to Pauline Solomons:
Fax: +27 (0) 21 462 3918 Email: pauline@cdra.org.za
Tel: +27 (0) 21 462 3902 Website: www.cdra.org.za

Circle the course(s) you wish to apply for:

A) Principles, Strategies & Skills of Effective Developmental Practice

Course: 14 – 18 April 2008 (non-residential)

B) Developmental Approaches and Skills for Group Facilitation

Course: 9 – 13 June 2008 (non-residential)

C) Advanced Facilitation

Course: 10 – 14 November 2008 (non-residential)

D) Managing People Developmentally

Course: 4 – 8 August 2008 (non-residential)

E) Developmental Planning, Monitoring, Evaluation and Reporting

Course E1: 21 – 25 April 2008 (non-residential)

Course E2: 20 - 24 October 2008 (residential)

F) Observation, Insight and Intervention

Course: 5 – 21 May 2008 (long-term)

G) Facilitating Development

Course: 1 September – 3 October 2008 (long-term)

Your name: _____

Organisation: _____

Phone: _____ Fax: _____

Email: _____

Website: _____

Address: _____

Role/Position: _____

Signed: _____ Dated: _____

