

Community Development Resource Association



Courses for 2009

The Community Development Resource Association is a non-governmental African organisation, based in Cape Town, South Africa. Our purpose lies in contributing to the effectiveness of organisations that do not marginalise but include, that maximise the value of human diversity and that counter the tendency to use power to undermine and exploit in ways that diminish creative potential – organisations that are empowering in their impact on society. We aim to contribute to building a society that is sustainable and civil. We promote organising principles, processes and practices that promote inclusion, dignity and development.

We are offering the following courses in Cape Town over 2009:



A. Developmental Approaches and Skills for Group Facilitation

“Bringing life to group process”

A five-day course for practitioners to actively learn essential facilitation concepts and skills for working developmentally with groups of people in small group, workshop or training course settings. Practitioners learn the key elements of facilitation and improve the way they already facilitate. The course offers an opportunity to experience, critically examine, reflect on own practice and learn to practice a “developmental” approach to facilitation.

DATE: 8 – 12 June 2009 (non-residential)



B. Advanced Facilitation

“Facilitating emergence...”

This course offers an opportunity to develop a deeper 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, with 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: 9 – 13 November 2009 (residential)



C. Observation, Insight and Intervention

“Developing a new discipline for facilitating change”

This programme runs over 19 days, providing an in-depth introduction to Goethean methodology, specifically as a means for developing a new approach to social intervention. It addresses itself to 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 are engaged. The programme includes a 6 – 8 day residential retreat which will run over a weekend.

DATE: 18 May – 5 June 2009

~

D. Supporting Sovereign Local Organisations

“Walking alongside, offering support”

A five-day course working with the core concepts, frameworks and elements of an organisation development practice. For experienced practitioners or leaders, in any field, to help them to build a more effective practice for supporting the development of sovereign local organisations. The foci here will be to understand what effective organisations are, how they work, change and can be supported in developing more effective approaches to their own development.. The course will work with the core content of the “Barefoot Guide to Working with Organisations and Social Change”, due for release in early 2009.

DATE: 20 – 24 July 2009 (non-residential)

~

E. Developmental Planning, Monitoring, Evaluation and Reporting

“Enabling clarity, direction and support”

In this five-day course participants will explore and develop approaches and methodologies 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. *This is not a basic skills training course in project management.*

DATES: Course 1: 2 – 6 March 2009 (non-residential)

Course 2: 19 – 23 October 2009 (residential)

~

F. Leading and Managing People Developmentally

“Seeking resonance between individuals and organisation”

This five-day course aims to help leaders and managers to cultivate relationships, processes and systems within their organisations that make possible more developmental guidance and support for staff, which better enable them to meet organisational and personal goals, and to mobilise each of their unique contributions.

DATE: 17 – 21 August 2009 (non-residential)

~

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 5-day courses: (at CDRA's Centre in Cape Town)

- ❖ South African NGOs & CBOs – R1 550.00
- ❖ Non-South African NGOs/Government/ Donors – R2 100.00

This includes course material and lunch and teas only.

Residential 5-day courses: (at a retreat near Cape Town)

- ❖ South African NGOs & CBOs – R2 800.00
- ❖ Non-South African NGOs/Government/Donors – R4 000.00

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 “Observation, Insight and Intervention” – R14 500 (this includes residential costs for the 2-week residential 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 participants, who do not live in Cape Town, to local guest houses for non-residential and non-retreat part of the courses. Bookings and payment remain the responsibility of participants.



We strongly 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 2009

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

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

A) Developmental Approaches and Skills for Group Facilitation

Course: 8 – 12 June 2009 (non-residential)

B) Advanced Facilitation

Course: 9 – 13 November 2009 (residential)

C) Observation, Insight and Intervention

Course: 18 May – 5 June 2009 (long-term)

D) Supporting Sovereign Local Organisations

Course: 20 – 24 July 2009 (non-residential)

E) Developmental Planning, Monitoring, Evaluation and Reporting

Course E1: 2 – 6 March 2009 (non-residential)

Course E2: 19 – 23 October 2009 (residential)

F) Leading and Managing People Developmentally

Course: 17 – 21 August 2009 (non-residential)

Your name: _____

Organisation: _____

Phone: _____ Fax: _____

Email: _____

Website: _____

Address: _____

Role/Position: _____

Signed: _____ Dated: _____

Please send us answers to the following questions:

1. Please describe the work of your organisation. If you have a website please include the address.
2. How long you have worked in the development sector?
3. Broadly what experience you have gathered?
4. Have you participated in any courses or processes run by CDRA? Please give the name and year.
5. What, specifically, are you hoping that you will gain from this course?

Name: _____ Organisation: _____