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# COMMUNITY DEVELOPMENT RESOURCE ASSOCIATION



## Programme of Courses for Civil Society Practitioners and Leaders for 2015

People matter, organisations matter, how we relate to each other matters and bringing about positive change in the world continues to matter. Our 2015 public courses are offered to help practitioners and leaders engaged in the field of social change to sense, engage, reflect, learn, write and bring our full selves into the field of practice. Learning never stops and learning together is exciting and magical; we never know who will show up and are endlessly inspired by how we inspire one another to greater heights.

## The Essential Practice of Community Development

*Unlocking hidden potential and engaging government co-creatively*

**Facilitated by Doug Reeler and Nomvula Dlamini**

Communities, neighbourhoods, engaged citizens all over the world are showing that there are better ways to deal with differences, crime, renewal of neighbourhoods and service delivery in communities. Top-down service delivery to passive communities is not only ineffective but contributes to conflict. This course develops an understanding of the deeper work

of supporting communities to surface their own resourcefulness and leadership, to take full responsibility for their own development and to engage government in co-creative initiatives.

[Click here for course details](#)

- Cape Town 13 to 17 July 2015 - [Apply here](#)
- Johannesburg 14 to 18 September 2015 - [Apply here](#)

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## Our approach to courses and learning

A facilitated action learning approach is used to ground the course material in practice, and to form the basis for further learning and improved practice. This is informed by, and works actively with both experiential exercises, concise inputs and the sharing

of real practices brought by participants. Learning and development happens through reflection on own practice and, importantly through reflection on work done through back home projects.

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## Facilitating Organisation Development

*Building organisation, building the future.*

**Facilitated by Rubert Van Blerk and Nomvula Dlamini**

Organisations matter. They help us bring together our skills, intentions and resources to collectively face our human challenges with greater possibility. Resilient local organisations are the foundations of sustainable development and deep democracy. Come and join us on this 5 day course to explore, learn, converse and support each other to harness the power of organisations to achieve effective social change. We



will unpack some of the evolving trends and rhetoric and look at the principles and theories for more resilient, effective and adaptive organisations.

[Click here for course details](#)

- Cape Town 8 June to 12 June 2015 - [Apply here](#)

## Community Leadership Development

*Bringing people and ideas together to transform community*

**Facilitated by Nomvula Dlamini and William Williams**

The time for old approaches to leadership has passed. Inspirational, charismatic leadership based on status and position has revealed its limitations. Social challenges can only be met through collective action, dialogue and the strengthening of social networks. This course nurtures an appreciation and understanding of facilitative leadership and the key

capabilities and skills to enable this. It builds the self-awareness of leaders, cultivates deep listening and helps them to lead in ways that bring people and ideas together to transform community.

This is not a public course but can be adapted to various programme processes.

[Click here for course details](#)

## Writing for Development

*Bringing creativity and discipline to thinking and writing*

**Facilitated by Doug Reeler and Marianne Brittijn**

Writing well requires both the freedom of creative expression and the discipline of structure. Yet we often get stuck somewhere on the continuum and demand of ourselves perfect reports, case studies and concept notes. Our self-doubt undermines us, the time evaporates and we rush to the finish line barely making the deadline full of doubts about the end result

and a promise to do it differently next time. If this is familiar, come and join us and be exposed to a better way.

[Click here for course details](#)

- Durban 20 April to 24 April 2015 - [Apply here](#)
  - Cape Town 22 June to 26 June 2015 - [Apply here](#)
  - Johannesburg 27 Jul to 31 Jul 2015 - [Apply here](#)
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## Planning, Monitoring, Evaluation and Learning

*When just ticking boxes no longer makes sense*

**Facilitated by Marianne Brittijn and Dzvinka Kachur**

This 5-day course is for you if you are keen to design M&E processes that foster learning. This course attracts a diverse group of practitioners in the public and NGO sector. You can be new to M&E or an old hand, willing to refresh your understanding of processes and politics around M&E. The course starts with exploring the value of PME&L as organisational learning process that lead to accountability and good practice. Participants will work with their PME&L framework and the Theory of Change for their programme and the Action Learning Cycle to improve the depth and quality of data capturing, sense making, reflection and learning processes.



[Click here for course details](#)

- Cape Town 9 March to 13 March 2015 - [Apply here](#)
- Johannesburg 20 July to 24 July 2015 - [Apply here](#)
- Cape Town 23 to 27 November 2015 - [Apply here](#)

## Monitoring and Evaluation for Complex Social Change

*How to make sense and learn together in the midst of chaos*

**Facilitated by Sue Soal, Marianne Brittijn and Dzvinka Kachur**

Complex social change demands attention and skills that are not easy to come by in the rough and tumble of organisational life. The speed at which the work happens can justify our inability to come to grips with the new mindset, approach and skills needed to navigate the less tangible, nuanced and seemingly out of control elements at play in our world. This course is aimed at M&E or programme coordinators, external evaluators and NGO

leaders involved in multi-stakeholder collaborations or working with complex and adaptive programmes for which conventional approaches to M&E do not work. The course will explore theory-led evaluation, realist evaluation, developmental evaluation, outcome mapping and co-adaptive monitoring.

[Click here for course details](#)

- Cape Town 10 August to 14 August 2015 - [Apply here](#)

## Developmental Facilitation Skills Course

*'You are your own best tool'.*

**Facilitated by Shelley Arendse and Desiree Paulsen**

This course is essential for anyone working with groups. It will help you build a strong but flexible foundation for work in the civil society or public sector. 'Developmental' facilitation is an approach to working with groups from the 'inside-out'. As a facilitator you will learn that 'you are your own best tool' as you help groups to sense, surface and appreciate what is living inside and what is trying to

emerge. You will learn ways to help each individual and the group to engage with its own will. Most importantly you will develop yourself as the starting point to facilitate the learning and development of others.

[Click here for course details](#)

- Cape Town 17 March to 20 March 2015 - [Apply here](#)
  - Cape Town 12 May to 15 May 2015 - [Apply here](#)
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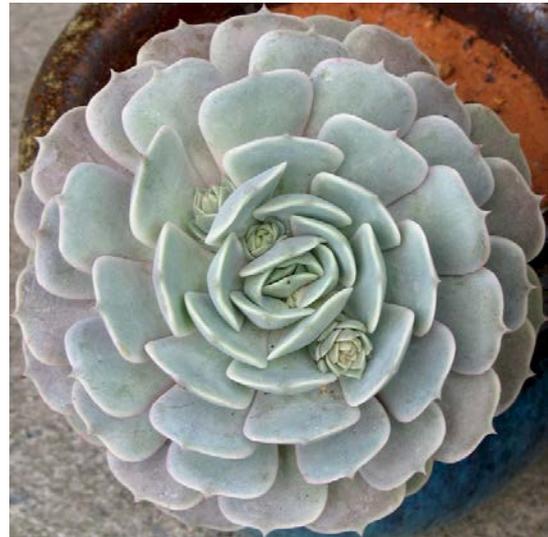
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# Advanced Facilitation Course

## *Working with complexity and diversity in groups*

**Facilitated by Desiree Paulsen and Shelley Arendse**

Is it just our imagination or are groups becoming more complex and diverse? Do people feel more comfortable bringing more of their whole selves into the room? Is it a result of democracy and a more integrated society? Whether it is imagination or not, we are required to deal with whomever and whatever shows up in the room when we facilitate groups. In this course we explore the concept of complexity in more depth and how to harness and embrace diversity so that we allow it to enrich groups and enhance the learning experience for all.



[Click here for course details](#)

- Cape Town 18 to 22 May 2015 - [Apply here](#)
- Cape Town 5 to 9 October 2015 - [Apply here](#)

# Paying Attention

## *Working strategically with emergent process*

**Facilitated by Sue Soal and Liz Smith**

This is a course for leaders and process consultants who wish to work more effectively with, and in, complex multi-stakeholder situations. It is also for those seeking new strategies for working with intractable problems, conflicting demands and interests. It addresses the question – “What does it really mean to ‘trust the process?’”, finding ways of

thinking and programming strategically, while still being true to what is living and emerging in a situation. In this course, we offer an introduction to and experience of the thinking and practice behind CDRA’s approach of ‘developmental practice.’

[Click here for course details](#)

- Johannesburg 24 to 28 August 2015 - [Apply here](#)

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## **Course Fees**

Community Organisations - negotiable  
Local NGOs - R4500  
International NGOs and Donors - R6000  
Corporates and Government - R7500  
Individuals - R4500

The course fees cover the workshop tuition, learning materials, lunches and teas. Travel, all other meals and accommodation are the responsibility of the participants.

## **Venues and accommodation**

The courses are held in or near to inexpensive accommodation. Participants will have to book and pay for this themselves. Please email us if you would like contact information.

The courses in Cape Town will be held at the CDRA Centre, 52/54 Francis Street, Woodstock.

The course venues in Johannesburg and Durban are still being finalised.

**Email any queries to [info@cdra.org.za](mailto:info@cdra.org.za)**

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