

FLI
MTB MLE Committee Training III Report

Islamabad (Al-Markaz Hotel), 30-31 January 2012

Objectives

The main objective of the training was to help the MLE project coordinators and supervisors get basic, or enhance, their project management and leadership skills.

Facilitators

Talib Jan, President of Indus Kohistani Social Welfare Organization, and Fakhruddin Akhunzada, Assistant Director FLI

Participants by Language group

There was a total of nine participants from four different language groups:

Hindko:	Raja Tasawar and Raja Wasal Ahmed
Indus Kohistani:	Talib Jan and Gul Mohammad
Khowar:	Farid Ahmad Raza and Javid Iqbal, Afsar Ali
Shina:	Ishtiaq Ahmad and Abdul Hafiz Shakir

Topics covered

The workshop helped the participants use some project management tools, like LFA and WBS, as well as develop schedules and budgets for their MLE project activities.

Evaluation from Participants

Most of the participants learned about these topics for the first time. They said that LFA, WBS, schedule, and budget development technique will help them to implement their project effectively. Most participants asked to increase the duration of the workshop.

Assessment and Suggestions

All participants actively participated in the training. There were lots of questions and discussions. Some people were not agreeing to replace hierarchy with networking in the organizations. Others were also not ready to fully empower a project team. The participant share examples of problem solving from their own practical like. Hindko and Khowar groups faced difficulties to understand some topics. Indus Kohistani and Shina groups were good on the learning, probably because their coordinators had previous knowledge and experience on these topics. They developed very smart WBS, schedule, and budget at the end. Some groups lacked skills or knowledge on team-building, English language, and language development issues, which are necessary for MLE project management. This training focused on the execution phase of project management but most trainees had not gone through the planning phase. Most participants were not clear about their project goals.

A pre-requisite for this workshop should be training on team-building, leadership, and/or Discovery course; or at least Issues in Language Development. Good command of English should also help participants do further research on the subject. The Coordinators skills need to be assessed before coming to the workshop. FLI should motivate language groups to select carefully who will coordinate the projects.

There should be one whole week workshop for only project planning. FLI should provide consultant service whenever the projected needed in project management. Some practical example should be added with some topics like problem solving, delegation and communication. Trainees need to be motivated to further study on the subject.

Regarding organisation and logistics, the venue should be changed because most of the participants were complaining about the services and cleanliness.

The classroom arrangement should be ready at least 15 minutes before the session starts. There should be enough supply of classroom materials.

Prepared by: Fakhruddin on 10 Feb 2012

Appendix C

LCT-3 Workshop Photos





Photos of the training sessions