



# Cambodia Tree Seed Project



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# Capacity Development

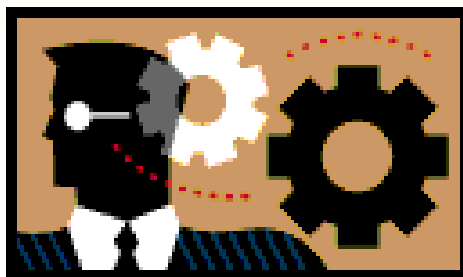
Does it have any effect?



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**“We do not believe that we can teach people anything. But we do believe that the people themselves can learn. Therefore it is the trainers duty to inspire, challenge the trainees and create the conditions, so that the trainees learning becomes optimal.”**





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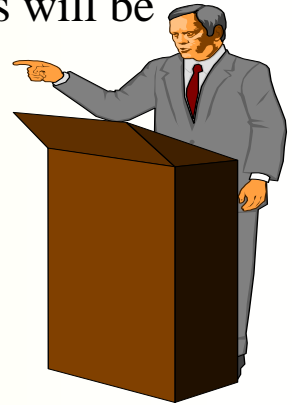
## Remember — and forget!



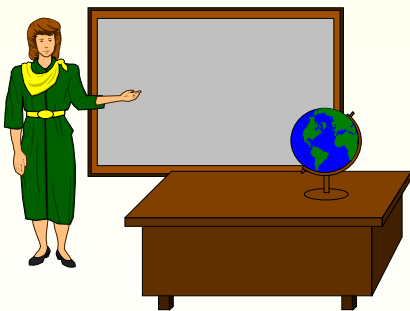
1. What you see - you will remember 10% of 72 hours later



2. What you hear - you will remember 20% of 72 hours later. A lecture of one hour - only 12 minutes of the contents will be remembered 72 hours later.



3. What you see and hear - you will remember 60% of 72 hours later



4. What you work with - you remember 90% of 72 hours later





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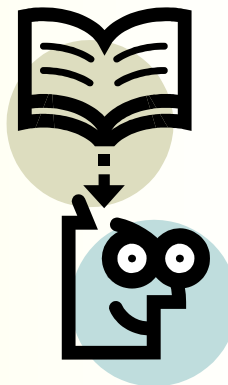


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## THE GOOD TRAINING PROCESS



- Assess the needs
- Assess mental or personal barriers
- Plan
- Prepare
- Implement
- Follow up



- Realize that you need the skill
- Practice the skill
- Receive feedback on how you practice the skill
- Experience successes in use of skill
- Incorporate the skill in your behavior.



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## LEARNING versus TRAINING

**“Learning is a rather sustained change in perception and behavior as a result of experience and trying out”**



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## THREE LEARNING LEVELS

Knowledge



Skills

Attitude



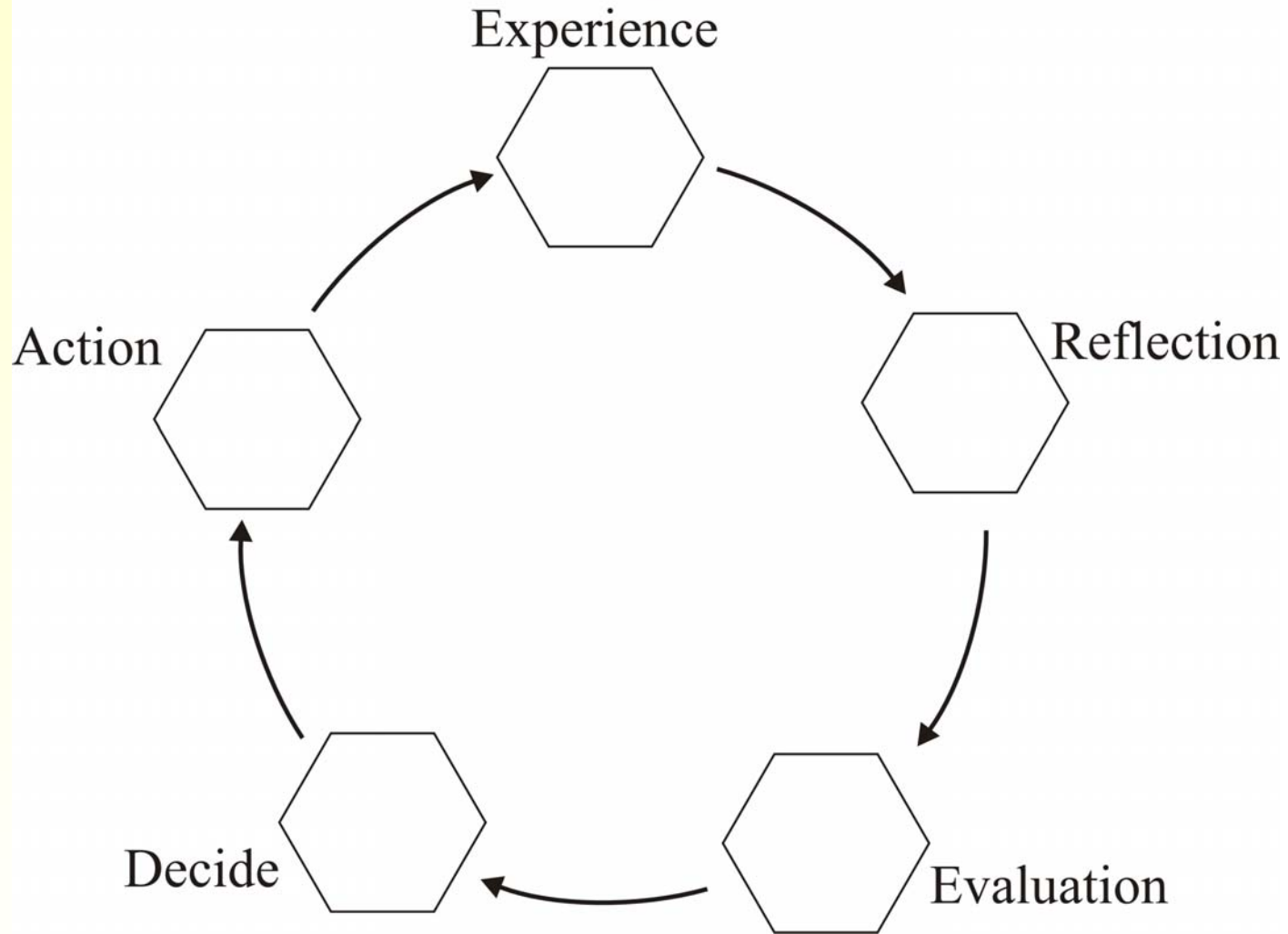
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## Learning cycle





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## *WHAT ASSIST THE LEARNING PROCESS*

- ★ The double learning process “learn to learn”
- ★ Structured learning
- ★ Relevant subjects (theory x the trainees work reality)
- ★ Involvement of the trainees experiences
- ★ Presentations, followed with (deep) concentration with reflections
- ★ Holistic presentations (break subjects down into sub-subjects)
- ★ Working with contrasts and contrary relations
- ★ A certain degree of democracy
- ★ Exercises in using new knowledge in practise
- ★ Variations of any kind (e.g.: look, listen, speak),
- ★ Repetitions and over learning
- ★ Give Feed- back
- ★ Make improvements clear (need for successes)





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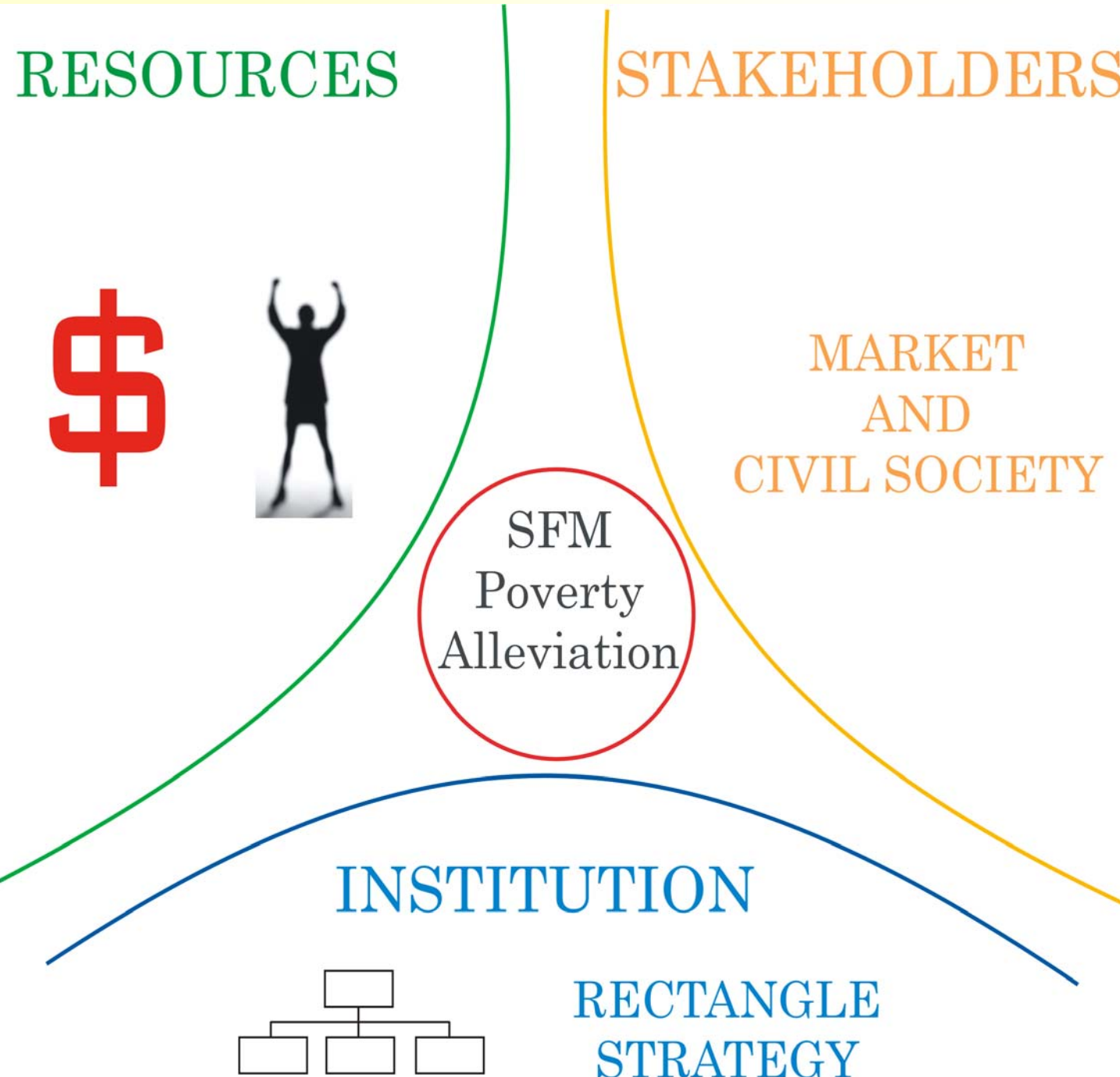
**NB: Capacity building is only one small contribution and can not bring about **Capacity Development** alone.**



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## WHAT IS CAPACITY DEVELOPMENT?





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## **On the Job Training , many people from:**

- ★ FA, Universities, NGOs

## **Short Term Training/Workshop/ Seminar/Study Tour...:**

- ★ About 151 training events
- ★ Focus on quality and interaction
- ★ 1240 participants attended
- ★ 17 FA staff in English Course

## **Long Term Training:**

- ★ 4 FA staff overseas MSc
- ★ 11 FA staff: other long term overseas training

see handouts



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- **Only one thing matters !!!**
  
- **What you say, wishes, hoped or had planned to do doesn't count – only what you actually do count.**
  
- **It is our actions and not our words that counts. Good intentions are cheap and easy to have.**
  
- **If you want new options then do new actions!**



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# THANK YOU

By Arvid Sloth