Step 2

Entering into partnership with local agents of change



Attributes and responsibilities of Generation Dialogue coordinators

Essential attributes

Generation Dialogue coordinators should be:

- Personally committed to bringing about change in relation to the issue that the Dialogue is addressing.
- Familiar with and appreciative of local culture.
- Excellent listeners.
- Well-organised and reliable.
- Fluent in English and in the local language.
- Experienced in conducting activities and interventions with young people and adults in the community.
- Experienced in working on gender issues and on culturally-sensitive issues in a respectful manner.
- Able to supervise others, e.g. facilitators, through a multi-step implementation process.
- Able to manage and account for funds.
- Able to document their work in simple written reports.
- Available for the steps and tasks outlined on the next page.



Desirable attributes

- Residents of the community in which the Dialogue will take place.
- Experienced in planning, implementing and monitoring community-based activities.
- Experienced in conducting trainings, applying adult learning methods, and combining theoretical inputs with interactive exercises.
- Experienced in supervising others, e.g. outreach workers, facilitators, volunteers.
- Experienced in managing and accounting for funds.

Responsibilities of a Generation Dialogue Coordinator

Acting as a Generation Dialogue coordinator is not a full-time job. Rather, it is an opportunity to learn a new approach to social change and to develop a set of skills which can make one's existing work more effective. Estimated levels of input required of coordinators are indicated in brackets below, although these will vary from place to place depending on the approach taken to implementation.

Coordinators' main tasks and responsibilities are to:

1. Identify up to **four male and four female facilitators** who will be part of the Dialogue team in the community. (N.B. Coordinators can also take on the facilitator role. In that case, three instead of four facilitators per sex are needed.)
2. Together with GIZ staff, **meet with community leaders** (elected and/or traditional) to inform them about the Generation Dialogue and to secure their support for the process. (1/2 day)
3. Participate in the **first workshop** organised by GIZ, where coordinators are introduced to the first three steps of the Dialogue process and, together with GIZ staff, begin to **prepare for** Community Consultations. (4 days plus travel time)

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4. Together with facilitators, prepare for, guide and supervise Community Consultations by:

   - → Developing discussion guides (1-2 days)
   - → Helping facilitators practice conducting Community Consultations (1 day)
   - → Overseeing recruitment of groups of older women, younger women, older men and younger men for Community Consultations (1 day)
   - → Observing the Community Consultations and listening carefully and respectfully to the views which are shared there (2 days)
   - → Participating in a debriefing of the Community Consultations with GIZ staff, facilitators and outside researchers (1/2 day)

5. Participate in the **second workshop** organised by GIZ, where the results of the Community Consultation are presented and discussed and where coordinators are introduced to the final four steps of the Dialogue. (4 days plus travel time)

6. Together with facilitators, **design Dialogue sessions** which are customised to the specifics of the topic and the community. Coordinators help to prepare the facilitators to conduct the Dialogue sessions by practicing the core exercises in the local language and noting any changes that are required. (2-3 days)

7. Prepare for and supervise facilitators as they conduct the **first four Dialogue sessions**, the **first Public Meeting** and the **fifth Dialogue session**. Lead the monitoring and evaluation of these activities by debriefing Dialogue sessions with facilitators, taking notes during Public Meeting, and preparing brief reports. (One day per week for six weeks for the activities, plus 3,5 days for preparing reports)

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8. Guide the facilitators as they support participants to carry out activities during the **follow-up period**. (up to 4 days)

9. Guide and supervise facilitators to plan and conduct the **second Public Meeting** and the **follow-up Community Consultations**. Take notes during second Public Meeting and prepare a brief report. (3 days for activities, plus 1 day for preparing report)

10. Together with other members of the Dialogue team and the outside researchers, **identify the main results** of the Generation Dialogue and the learnings from implementation. (1/2 day)

This document is part of the Generation Dialogue toolkit which is available at health.bmz.de/generation_dialogue_toolkit