Step 2

Entering into partnership with local agents of change



Attributes and responsibilities of Generation Dialogue facilitators

Essential attributes

To qualify as a Generation Dialogue facilitator, an individual needs to be:

- Well known as a trustworthy person by the organisation or group which is implementing the Dialogue approach.
- Someone who knows the local culture and local language well.
- Motivated to improve the relationships between young and old, men and women in their community.
- Motivated to bring about change in relation to the issue that the Dialogue is addressing.
- Able to work well as part of a team.
- Able to facilitate group sessions in an organised and respectful manner.
- Of an age young enough to be able to relate to the younger generation of Dialogue participants (i.e. around 30) or old enough to be able to relate to the older generation (i.e. 50 or older).
- Available for the steps and tasks outlined below.

Desirable attributes

- Experienced in conducting focus group discussions with young people and adults.
- Experienced in facilitating interactive exercises or conducting trainings with young people and adults.
- Someone with good note-taking abilities.



Responsibilities of a Generation Dialogue facilitator

Acting as a Generation Dialogue facilitator is not a full-time job. Rather, it is an opportunity to develop a new set of skills which can be applied in many different settings. Estimated levels of input required of facilitators are indicated in brackets below, although these will vary from place to place depending on the approach taken to implementation.

Facilitators' main tasks and responsibilities are to:

1. Together with Dialogue coordinators, prepare for and conduct **Community Consultations** by:

   → Refining the discussion guides (1 day)

   → Practicing how to conduct Community Consultations (1 day)

   → Recruiting groups of older women, younger women, older men and younger men for Community Consultations (1 day)

   → Conducting the Community Consultations in single-sex pairs: female facilitators conduct Consultations with women, male facilitators conduct Consultations with men (2 days)

   → Participating in a debriefing of the Community Consultations with GIZ staff, coordinators and outside researchers (1/2 day)

2. Together with Dialogue coordinators, **design Dialogue sessions** which are customised to the specifics of the topic and the community. Practice the core exercises for each Dialogue session in the local language and decide which changes, if any, are required. (2-3 days)

Step 2 - Entering into partnership with local agents of change



3. Prepare for and conduct the **first four Dialogue sessions**, the **first Public Meeting** and the **fifth Dialogue session**. Facilitators work in single-sex teams until the Men's and Women's Dialogues are joined during Dialogue session four, then as a larger, mixed-sex team for the Public Meeting. The fifth Dialogue session is again conducted in single-sex teams. (One day per week for six weeks)

4. Supervise participants as they carry out activities during the **follow-up period**, including organising supervision meetings (0,5 days per week for the duration of the follow-up period)

5. Plan and conduct the **second Public Meeting**. (1 day)

6. Plan and conduct the **follow-up Community Consultations**. (2 days)

7. 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