

Training of Trainer (ToT) on Dialogue

October 22-26, 2024 | Kathmandu

Training Report



Prepared by:

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Submitted to:

GIZ/ZFD, Kathmandu

1. Introduction:

Dialogue is an effective communication tool and a process to bring people with bigger picture of understanding and listening each other without any judgments and prejudices. Dialogue is more than just a conversation; it is a purposeful exchange of ideas where individuals taking part in the process aim to deepen their understanding and listen each other's perspectives. Within a dialogue, there is a deliberate focus on creating an open space and promoting open-mindedness. Dialogue is beyond the everyday conversation, debate, discussion, interaction and provides a space for individuals to share their feelings, experiences, needs and perspectives in better way. This exchange promotes empathy and understanding, which are foundational for building trust and resolving conflicts. Effective dialogue is a cornerstone of effective communication and interpersonal relationships. It fosters understanding, empathy, and problem solving.

The training programme on Dialogue training of trainers (TOT) designed to equip individuals with the skills and knowledge necessary to become effective trainers on dialogue facilitation with philosophy, theory and practical aspect of dialogue. This training program was specifically designed for individuals who works in dialogical process in their community, and interested to skill up their communication and interpersonal abilities in workplace and other setting. The training was a part of dialogue movement started in few years ago. There were two national level dialogues summit in 2022 and 2023 with international guest and participants, national level organizations and grassroots level civil society organizations working on dialogues. After the summit, a series of meetings were organized with civil organizations working to foster culture of dialogue including strategic plan meeting, dialogue stakeholders meeting and curriculum development on dialogue meeting.

2. OBJECTIVES OF TRAINING

The objective of the Training of Trainers (TOT) on Dialogue was to foster a culture of dialogue across various sectors and develop skilled trainers who can facilitate impactful dialogues and enhance dialogue skills among participants, which in turn multiplier dialogues facilitators. Specific objective of the training were:

- To develop skilled trainers for conducting dialogue training in provincial and local level on dialogue
- To establish a common understanding of the concept of dialogue
- To enhance the dialogue skills of the facilitators.
- To exchange local practices related to dialogue facilitation

3. Participation:

The training was participated by eighteen participants from various civil society organizations across the Koshi, Madhesh, Bagmati, Lumbini and Sudurpashchim provinces. Among them, there were 13 male and 5 female participants.

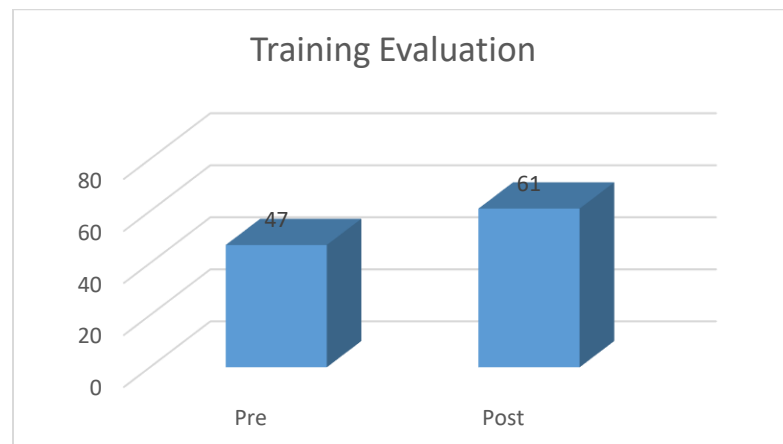
4. Major agenda of the training

The training was designed to enhance dialogue theory, concept, skill and experience sharing on Dialogue during peace process of Nepal and training skills too. The major agendas of the training were

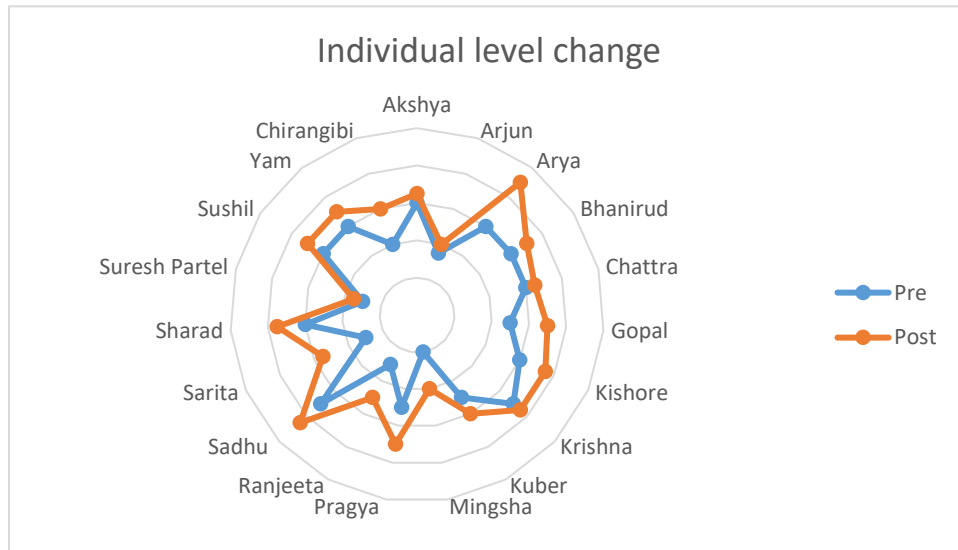
- Introduction to Dialogue (philosophy, theory, concept and types)
- Principles, values and phases of Dialogue
- Essential of Dialogue skills (communication, facilitation etc)
- Use of Art based Dialogue in Nepal: Theoretical understanding an empirical Experience.
- Dialogue learnings of post conflict environment in Nepal
- Dialogic spaces in Policy and Legal spaces in Nepal
- Dialogue experience in Peace process of Nepal
- Indigenous dialogue practices in Nepal
- Engaging Dialogue in the Digital Age: Insights on collaborative leadership and dialogue
- Breaking Dialogues

5. Training Evaluation

There was perception survey on the level of understanding of participants on dialogue at the beginning and at the end of the training. As per the perception of the participants the average level of knowledge of the participants was increase from 47% to 61%.



Changes in individual understanding and learning levels are displayed in the following spider web chart.



6. Reflection of the participants:

The key learnings and takeaways, as expressed by participants during daily reflection sessions, are as follows.

- Increased the horizon of understanding of Dialogue. Learnt about principles, values and phases of Dialogue
- Refine externally acquired knowledge, first through experience and second to your definition/ concept of morality.
- Dialogue is the soul of diplomacy and the failure of diplomacy causes war.
- 3Cs on Dialogue are Conflict, Chaos, Courage
- No meaningful changes have occurred in the field of dialogue even after massive development on technology.
- For a dialogue both parties should be OK that means you should be OK I should be OK.
- Two different aspects of dialogue (i) preventive (ii) resolution
- Refine externally acquired knowledge, first through experience and second to your definition/ concept of morality
- Three key learnings from resolution of conflict to peace in Nepal are (i) DE politicization (ii) DE internationalization (iii) DE bureaucratization
- Understanding dialogue concept, and enhancing dialogue skill is important for any dialogue.
- Process and tools are very important for dialogue.
- The goal of dialogue is enhance mutual understanding, relationship building and trust building.

- The art, sports, dhohori can be used as a tool of dialogue
- Conflict needs to be matured for beginning of dialogue
- Nothing is agreed in dialogue until everything is agreed
- There is no opinion from facilitator
- Facilitators needs to have specific skills
- Dialogue is a process, and facilitators are process managers. We do not focus on result in dialogue.

7. Action Plan

At the end of the training, participants prepared plan of action for deepening dialogue knowledge and continue movement of dialogue in the days to come. The following points are agreed for future action.

- Critical feedback of the course, curriculum and handbook (15th November and can organize virtual meeting)
- Fellow project on dialogue
 - What ?
 - Where ?
 - When ?
 - How ?
 - With whom ?
 (Continue discussion and will design within six month)
- Next Steps
 - Deepening Dialogue (intensive pedagogical) next year

Annex

Annex 1: List of participants, training team and guest resource persons

SN	Name of the participants	Email	Organization
1.	Krishna Prasad Sharma	spkrishnam@gmail.com	Lifelong Learning Mandala
2.	Kuber Niroula	kuber.niroula@gmail.com	Asian Academy for peace
3.	Sarita Rai	raisarita403@gmail.com	Human Rights Forum Nepal Ilam
4.	Arya Joshi	aryajoshi333@gmail.com	P M Agri Modernization Project
5.	Kishor Kuikel	k.kuikel321@gmail.com	Pro Public
6.	Suresh Partel		मानवअधिकार मञ्च नेपाल, इलाम
7.	Bhanirud Chaudhary	bhanirud.chy@gmail.com	Abha English School
8.	Arjun Rajbanshi	unicarjun@gmail.com	संवाद समूह झापा (सहारा नेपाल)
9.	Mingsha Sunuwar	mingsha.bikalpanepal@gmail.com	Bikalpa
10.	Ranjeeta Roka	ranjeetaroka.tamang@gmail.com	ECTA Nepal
11.	Pragya Pokharel	praagyaaa@gmail.com	
12.	Gopal Prasad Chaudhary	lpamagra@gmail.com	Shamagra
13.	Akshaya Duwady	Akshayaduwady.whr@gmail.com	WHR
14.	Yam Prasad Acharya	ypacharya@cbcasia.org	
15.	Sushil Basnet	Sushil.basnet7@gmail.com	
16.	Chhatra Malla	Janakikhabar75@gmail.com	Tikapur dialogue group
17.	Chiranjibi Bhandari	Chiranjibibhandari.cpds@gmail.com	Training team
18.	Sadhu Ram Tamang	Sadhu.tamang@giz.de	Training Team
19.	Sharad C Neupane	Sharadcn07@gmail.com	Training Team
20.	Shambhu Ram Simkhada		Guest resource person
21.	Preeti Thapa		Guest resource person
22.	Ajaya Das		Guest resource person
23.	Dr Mukti Rijal		Guest resource person
24.	Dr Prakash Bhattarai		Guest resource person
25.	Rajendra Mulmi		Guest resource person
26.	Sajana Maharjan		Guest resource person
27.	Stela Tamang		Guest resource person

Annex 2: Profile of guest resource persons

1. Shambhu Ram Simkhada
Mr Simkhada is former Permanent Resident to the UN and WTO and Ambassador to Switzerland and former Chairman of the UN Human Rights Commission (now Council), he was part of dialogue facilitation team in peace process of Nepal.
2. Preeti Thapa
Ms Thapa is Deputy Country Representative at The Asia Foundation. She has 21 years of experience in The Asia Foundation in different position, and engaged/supported dialogue process in Nepal. She is masters in law from USA.
3. Ajaya Das
Program Director (Chief of Party) at The Asia Foundation. In his 20 plus years of career (including 8 years in the UN) he have worked as a Political Advisor, Programme Management Specialist, Peacebuilder, and journalist. He has working experience in Afganstan too.
4. Dr Mukti Rijal
Dr. Mukti Ram Rijal holds a PhD in local governance and conflict resolution from Tribhuvan University, Nepal. A Senior Research Fellow and coordinator of Federal Affairs, Governance and Public Service Delivery thematic cluster at PRI, Dr. Rijal brings with him three decade – long professional experience in research and advocacy of federal affairs and decentralized subnational governance, capacity building of subnational governance actors and stakeholders and networking and collaboration with state and non-state actors and institutions in Nepal and beyond.
5. Dr Prakash Bhattarai
Prakash Bhattarai is currently acting as Director of Centre for Social Change (CSC), a non-profit research and advocacy institute in Nepal working on issues around education, governance, migration, labor, peacebuilding, and civic engagement. Bhattarai holds a PhD in Peace and Conflict Studies from the University of Otago, New Zealand. He also holds master’s degrees in Population Studies (Tribhuvan University, Nepal) and in International Peace Studies (University of Notre Dame, USA), and has been a visiting research scholar (April-June 2013) at the Department of Peace and Conflict Research, Uppsala University, Sweden and at Peace Research Institute Frankfurt (PRIF), Germany (May-June 2017). He is also a 2018 Asia Global Fellow at Asia Global Institute, University of Hong Kong. He has published articles in peer reviewed journals such as International Negotiation, International Journal of Conflict Management, Journal of Peacebuilding and Development, and Third World Quarterly. Dr. Bhattarai has more than 20 years of professional and leadership experience on issues surrounding governance, peacebuilding, development, migration, labor, gender and youth with his association in a number of national and international organizations as well as the UN agencies.

6. Rajendra Mulmi

Mr Mulmi is regional director at the search for common ground with an excellent track record of working in the non-profit sector. Skilled in Nonprofit Organizations, Conflict Resolution, Team Building, Youth Leadership, and International Relations. Strong business development professional with a Master of Arts (M.A.) in Development Studies from the University of Sussex.

7. Sajana Maharjan

Sajana Maharjan, an advocate, who has specialized in gender studies, project analysis and project management, is currently the Chief of Party at Plan International. She is former Data Governance Director of The Asia Foundation and led UKAid funded programmes managed by The Asia Foundation. She is the former Chief of Party of FHI 360, Civil Society: Mutual Accountability Project. Prior to joining FHI 360, she was leading Nepal Transition to Peace (NTTP) Institute (Nepal Shanti Pratisthan) in the capacity of Executive Director. She has extensive experiences working with civil society groups, political actors, government officials, media and women both at national and sub-national levels through programs that support the peace process, conflict management and political transition. She has more than ten years of experience working in various sectors of peace and governance. Earlier as a Program Manager with The Asia Foundation/Nepal, was responsible to manage the National Peace Support Project. As a Program Officer for the Nepal Transition to Peace Initiative, a USAID project implemented by Academy for Educational Development (AED), a Washington-based INGO (now merged as FHI360), she has groomed herself in the area of politics, peace process and civil society during the transitional phase of the country. Her prior working experience with UNDP/Strengthening the Rule of Law and Reform of the Judiciary Programme from 2001 to 2005 helped her understand the functioning of judiciary and legislative bodies of Nepal more closely. She holds a Bachelor's degree in Science and in Law (International Law and Human Rights Law), and an M.A. in Sociology from Tribhuvan University, Nepal. She is trained on Negotiation Approaches and Skills in Protracted Conflict at Kroc Institute for International Peace Studies, University of Notre Dame, Indiana, USA, April 2013 and had done a summer course on peace and human rights studies from South Asia Forum for Human Rights (SAFHR) in 2006. She is one of the founding members of NTTP Institute and is currently a member of the board.

8. Stela Tamang

Ms Tamang is a notable figure in Nepal, recognized for her leadership in promoting peacebuilding, social inclusion, and women's rights. As a Executive Director of Bikalpa Nepal, she works on initiatives that support marginalized

communities and foster dialogue on social justice and human rights. Stella's contributions focus on empowering local communities, enhancing the voices of women and indigenous groups, and facilitating inclusive dialogue to address socio-political issues within Nepal.

She is also known for her involvement in community-level training programs aimed at fostering understanding, building conflict resolution skills, and promoting nonviolent communication. Stella's work highlights her commitment to developing sustainable, locally-driven solutions and engaging communities in a participatory approach to bring about social change

Annex 3: Training Schedule

**Training of Trainers on Dialogue
22-26 October 2024
Venue: Siddhartha Boutique Hotel, Bouddha
Program Schedule**

Time	Content	Responsibilities
Day first: Monday, 22 October 2024		
09:00-09:15	Briefing on response during emergency (earthquake, fires etc) and familiarity with residence	Hotel Representative
09:15-09:45	Welcome	Ms. Rita Shrestha Chairperson, Asian Academy
	Connecting dialogue movement with dialogue ToT and training objective	Mr. Sadhu Ram Tamang Peace Advisor, GIZ
	Why dialogue?	Ms. Stella Tamang Bikalpa Nepal
09:45-10:15	Introductions of (Training, resource persons and participants)	Ms. Upasana Rana/Mr. Sharad Neupane
10:15-10:45	Establishing Community Agreement for training (Ground Rules, Expectation and Hopes etc.)	Stela Tamang
10:45-11:00	Pretest of the participants	Participants + Gopal/Sharad
11:00–11:15	Tea Break	
11:15-12:30	Session 1: Introduction to Dialogue (Philosophy, theory, concept and types)	Mr. Chiranjibi Bhandari Group Pic
12:30-13:30	Lunch Break	
01:30-03:00	Session 2: Learning experience of Dialogue in peace process in Nepal	Dr. Sambhu Ram Simkhada
03:00 – 03:15	Tea Break	
03:15-05:00	Session 3: Principles, Values and Phases of Dialogue	Mrs. Stella Tamang
05:00-05:30	Reflection and closing of the day	Mr. Kishore Kuikel
Day Second: Tuesday, 23 October 2024		
09:00 - 09:30	Morning Check in Circle: NVC or Dialogue format	Mr. Kishor Kuikel
09:30 – 11:00	Session 4: Essential of Diaogue skills (communication, Facilitation etc)	Mr. Sharad Neupane
11:00 – 11:15	Tea Break	
11:15 - 12:30	Session 5: Essential of Diaogue skills (communication, Facilitation etc)	Mr. Sushil Basnet

Time	Content	Responsibilities
12:30 – 01:30	Lunch Break	
1:30-03:00	Session 6: Dialogue, technology and Digital Space and Experience of Dialogue in Collaborative Leadership and Dialogue	Mr. Ajay Das
03:00 – 03:15	Tea Break	
03:15 - 05:00	Session 7: Exposure visit to WHR	Participants
05:15– 05:30	Reflection of the day	Mr Kishore Kuikel
Day third: Wednesday 24 October 2024		
08:30 - 09:00	Morning Check in Circle: NVC or Dialogue format	Mr. Kishore Kuikel
9:00 – 11:00	Session 8: Exposure visit to Bikalpa Gyan tatha Bikas kendra	Participants
11:00 – 11:15	Tea Break	
11:15 - 12:30	Session 9: Dialogue Learnings in post-conflict environment of Nepal	Ms. Preeti Thapa
12:30 – 01:30	Lunch Break	
1:30-03:00	Session 10: Dialogic spaces in Policy and Legal spaces in Nepal	Dr. Mukti Rijal
03:00 – 03:15	Tea Break	
03:15- 05:00	Session 11: Reflective Learning on Dialogue (Sharing of Dialogue Practices by Participants 10 minutes each and Discussion)	Participants
05:00– 05:30	Reflection of the Day: Harvesting of Knowledge & Skills	Sadhu/Rajendra
Day forth: Thursday, 25 October 2024		
09:00 - 09:30	Morning Check in Circle: NVC or Dialogue format	Mr. Chiranjibi Bhandari
09:30 - 11:00	Session 12: Use of Art Based Dialogue in Nepal: Theoretical Understanding and Empirical Experience from Nepal	Dr. Prakash Bhattarai
11:00 – 11:15	Tea break	
11:15 – 12:30	Session 13: Indigenous Dialogue Practices in Nepal Buffer time	Mr. Sharad Neupane
12:30 – 01:30	Lunch Break	

Time	Content	Responsibilities
01:30 – 03:15	Session 14: Breaking dialogue?	Mr. Rajendra Mulmi
03:00 – 03:15	Tea Break	
03:15 - 05:00	Session 15: Reflective Learning on Dialogue (Sharing of Dialogue Practices by Participants 10 minutes each and Discussion)	Participants
05:00– 05:30	Reflection and closing of the day	Mr Kishore Kuikel
Day fifth: Friday, 26 October 2024		
08:30 - 09:00	Welcome and recap of day forth	Mr. Chiranjibi Bhandari
09:00 - 10:30	Session 16: session of gratitude	Mr Kishore kuikel
10:30 - 11:00	Reflective dialogue circle	Sadhu
11:00 – 11:15	Tea Break	
11:15 - 12:00	Session 17: Planning, preparation, action plan on dialogue – individual/organization	Mr. Chiranjibi Bhandari
12:00 - 12:15	Post Test Training	Gopal/Sharad
12:15 - 01:00	Closing Session	Eva/Upasana/Stella/Part reps
01:00 – 02:00	Lunch Break	
02:30 - 03:00	Departure from Hotel	All

Note: 8:00 – **Breakfast**, 7:30 – **Dinner**