



Putting Sphere into Practice in Somalia

Somali Nutrition Cluster
15 – 19 July 2013

Workshop report

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with

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Technical Support from The Somali Nutrition Cluster
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Table of Contents

ACRONYMS	3
ACKNOWLEDGEMENTS BY SAGE ORGANIZATION	4
I. INTRODUCTION	5
Background	5
Sage Organization	5
Facilitation team	5
II. PURPOSE AND OBJECTIVES OF THE WORKSHOP.....	6
Overall aim:	6
Learning objectives.....	6
Participants.....	6
III. METHODOLOGY	7
IV. CONTENT OF THE WORKSHOP	8
Day 1.....	8
Day 2.....	8
Day 3.....	9
Day 4.....	9
Day 5.....	10
Participants' views on the training.....	12
CONCLUSION	15
RECOMMENDATIONS.....	16
PLANS FOR THE SPHERE TRAINING OF TRAINERS WORKSHOP	17
APPENDICES	18
Appendix 1: List of participants	18
Appendix 2: Agenda	19
Appendix 3: Review at the end of Day 1	20
Appendix 4: Review at the end of Day 2.....	21
Appendix 5: Review at the end of day 3	22
Appendix 6: Review at the end of Day 4.....	23
Appendix 7: Summary of evaluation forms.....	24
Appendix 8 Certificate of participation	29

ACRONYMS

APPTODEV	Approaches to Development Consultancy Limited
CAFDARO	Community Activity for Development and Relief Organization
CHF	Common Humanitarian Fund
FSNAU	Food Security Analysis Unit
HAP	Humanitarian Accountability Partnerships
HARD	Humanitarian Africa Relief Development Organization
HIRDA	Himilo Relief and development Association
HTP	Harmonized Training Package
INEE	International Network for Education in Emergencies
INGO	International Non-Governmental Organization
LEGS	Livestock Emergency Guidelines and Standards
LNGO	Local Non-Governmental Organization
NGO	Non-Governmental Organization
Oxfam	Oxford Committee for Famine Relief
Sage	Sage Organization
ToTs	Trainings of Trainers
UNFAO	United Nation Food and Agricultural Organization
UNOCHA	United Nations Office for the Coordination of Humanitarian Assistance
WASH	Water, sanitation and hygiene

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Sage Organization (Sage) acknowledges the Common Humanitarian Fund (CHF) Somalia for funding the Sphere Training Workshop.

Sage further acknowledges the technical expertise and commitment of Anne Lloyd, an independent consultant and Sphere Trainer contracted by Sage Organization, in facilitating “Putting Sphere into Practice in Somalia” training. Also appreciated is Anne’s feedback on areas that require strengthening, and input on opportunities available to Sage Organization and the Somali Nutrition Cluster on the aspect of Sphere. Anne Lloyd compiled the workshop report, with input from Ahono Busili. Anne Lloyd can be reached at anne@alloyd.co.uk.

Special thanks to the Sphere project’s Cecilia Furtade for advertising the ‘Putting Sphere into Practice in Somalia’ workshop.

The support from Leo Matunga - the Somali Nutrition Cluster Coordinator in identifying participants for the training, providing relevant inputs in the planning of the workshop and the report, jointly with Komborero Chirenda is acknowledged. Special thanks to UNFAO’s Monica Magu and Ken Awiti for facilitating access to the training venue, and to Paul Omogo for IT support.

Sage further acknowledges the commitment and focused attention of the participants who attended the rigorous, five day training.

Sage organization management acknowledges the role played by its team members Enock Amadi and Julius Abwanzo which contributed to the successful accomplishment of the Sphere Training.

To all of you we say,
Mahadsanid!.(Somali for Thank you)

On behalf of Sage Organization

Ahono Busili
Technical Advisor

I. INTRODUCTION

This report includes a brief outline of the workshop: “Putting Sphere into practice in Somalia” organised by Sage Organization. The workshop was held on 15 – 19 July 2013 at the Baobab Conference room, UN Somalia compound. It was non-residential workshop and targeted members of the Somalia Nutrition Cluster.

Background

Somalia has a long history of humanitarian emergencies, including prolonged drought, displaced people (either due to conflict or economic reasons) and famine. The nutritional status has improved since the 2011 famine however there are many parts of the country with huge needs, including areas with large numbers of displaced people, many of whom are living in poor conditions.

Sage Organization

Sage Organization is a NGO born out of the need to improve the nutritional status of the Somali population; working in partnership with others with the aim of improving the nutrition wellbeing of the Somali people. Analysis from various sources including the nutrition cluster capacity assessment of 2011, has shown that there are gaps in the technical expertise of those responding to the nutritional needs in Somalia; therefore Sage is supporting building capacity to improve the nutrition response. There is also little evidence of Sphere training for the Somalia programmes generally.

This workshop has been organised by Sage in collaboration with the Nutrition cluster to strengthen the awareness of the NGO staff on the Sphere Project, with the overall aim of improving the quality and the accountability of the humanitarian response in Somalia. The participants will then be able to use the Sphere handbook in their food security and nutrition programmes in Somalia.

It is planned that this core group of participants will then attend a further workshop, Sphere Training of Trainers (ToT) to enable them to be Sphere trainers in Somalia. These workshops are part of a wider capacity building initiative, which includes also building strategic leadership of local agencies.

Facilitation team

The training workshop was conducted by Anne Lloyd, an independent consultant, a Sphere trainer with humanitarian experience contracted by Sage Organization specifically for the training. Support was given throughout the training programme by Sage staff.

II. PURPOSE AND OBJECTIVES OF THE WORKSHOP

Overall aim:

To improve the quality and accountability of the humanitarian response in Somalia

Learning objectives

At the end of this training programme, the participants will be able to:

- Explain the philosophy and approach of the Sphere Project
- Describe the different sections and the layout of the Sphere handbook
- List the principles in the Sphere handbook Humanitarian Charter and describe how the charter provides an ethical and legal framework for humanitarian action
- List the protection principles in the Sphere handbook and explain how they relate to humanitarian programming
- Describe the cross-cutting themes in the Sphere handbook and how they should be incorporated into humanitarian responses
- Describe how the Sphere handbook can be used as a tool for nutrition programmes in a disaster response in Somalia

Participants

Eighteen participants attended the workshop, (one missed the first day due to unavoidable reasons), of which 3 were from INGOs (Oxfam, Mulrany and Africa Muslim Aid/Direct Aid) and 12 from local NGOs (including 4 from Sage Organization) one from the UN (the Food Security Nutrition Analysis Unit of the UN Food and Agriculture Organization (FSNAU/UNFAO) and 2 consultants.

Apart from the Sage staff all participants were selected by the Nutrition Cluster Coordinator, with priority given to staff from local NGOs (LNGOs) operating in Somalia. The participants were 50% men (9) and 50% women (9). Eight of the participants were Kenyan and 10 Somali speakers. All the participants work on programmes within Somalia. All the participants spoke English fluently. The full list of participants is attached in Appendix 1.

III. METHODOLOGY

A short pre-course quiz was sent out to all the participants, to encourage the participants find out more about Sphere and to look at the handbook and website in preparation for the training.

A variety of methods were used throughout the workshop including: quizzes, role plays, posters, drawings, PowerPoint presentations, films, group work, case studies, scenario planning and various review games and exercises.

There were review sessions (using different methods) at the end of each day to assess how the participants felt about the training process. Revisions were made accordingly, such as slowing the pace.

Review exercises were conducted throughout the workshop, including each morning to review the learning from the previous day, using a variety of fun, interactive methods. The participants all used a 'learning diary' form to note their learning for each session and what further action they would take and they were given frequent pauses to complete these and time at the end of the day. As English was not the first language for any of the participants, extra time was factored in to review sessions, repeat and clarify points.

IV. CONTENT OF THE WORKSHOP

The agenda is attached in Appendix 2.

Day 1

The training started with an opening introduction from Ahono Busili, the Sage Organization Technical Adviser and the organiser of the workshop. This was followed by a fun game to introduce the participants and facilitators to one another, reviewing the objectives (on a hand-out in the participants' folders), the agenda (posted on coloured cards on the wall) the ground rules (using laminated cards on each table), the housekeeping, and expectations – which participants demonstrated by doing a drawing on how they would like to be at the end of the training. Emphasis was stressed that it was the participants' workshop, so they should participate, ask questions and get the most out of the week. In order to assess the participants' knowledge of Sphere, they were asked to stand in a line between 1 – 10, the majority placed themselves between 1 - 5 and one participant who had recently completed the E-learning module ranked his knowledge of Sphere as 7 on the line 1 – 10.

After the introductory session, there was a session reviewing the Quality and Accountability initiatives. This was followed by sessions on introducing the Sphere Project and the handbook and using the Sphere handbook. Keywords such as 'accountability', 'humanity' and 'quality' were discussed. The participants watched the Sphere film, which was made at the launch of the 2011 edition of the handbook. The participants did exercises on the layout of the handbook, marking the sections in the handbook and participants in groups did a poster to describe to others the different sections of the Sphere handbook. An exercise was done using coloured cards for all the standards in each technical chapter and laying them on the floor. The difference between standards and indicators was made clear with an exercise by participants sorting a pile of papers into either minimum standards or key indicators.

A review was done at the end of the day, with participants discussing in groups, to check what they felt about the process. There were a couple of comments that the pace was too fast, but generally participants were happy with the process and the methods. The comments are attached in Appendix 3.

Day 2

The second day started with a review of the previous days learning, with participants calling out key points from the previous day and these were written on cards, participants each took a card and then stood in the order of the day and in turn explained the content of the point on their card – e.g. a minimum standard.

This was followed by sessions on the humanitarian charter and the protection principles, reading through the sections, reviewing some photos and some group work on linking the protection principles with the technical chapters. The participant then did some group work on the core standards, reviewing them and putting them into simple clear language. The last session reviewed the crosscutting issues, using role-play. At the end of the day the participants were asked to put any comments in a feedback box at the back of the room; the comments are attached in Appendix 4.

Day 3

The third day started with a fun exercise reviewing the learning from the previous day.

The Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs was reviewed by showing the short film on the Code, the participants then in groups made a mnemonic to remember the code. This was followed by the film “Sex for food” (www.insightnewstv.com/d64/). The participants discussed the problems and made a list of the principles and standards which had been violated. In the last two sessions of the day, the participants looked at the food security and nutrition section of the Sphere handbook in more detail and did some group work on assessments and setting up nutrition programmes.

At the end of the day, the participants reviewed how they felt the objectives were being achieved; the results are attached in Appendix 5.

Day 4

The fourth day started with a fun review of the previous day’s learning, finding different words from the previous day starting with a different letter of the alphabet.

The participants did some group work on using the infant and young feeding section of the Sphere handbook, and discussed using an adapted ‘fishbowl’ method.

The “Humanitarian standards in context” film was shown and the participants discussed in groups – as described in the video guide produced by the Sphere Project.

An external speaker: Dolline Busolo, Regional Nutritionist for Help Age International discussed some of her experiences of using the Sphere handbook and answered questions.

During the last session of the day, participants reviewed a case study looking at what went wrong and what could have been improved with the use of the Sphere handbook.

At the end of day the participants reviewed the day by placing a sticker on a face – smiling or miserable as to how they felt, and added comments using post-its; the results are attached in Appendix 6.

Day 5

The workshop ended with a fun interactive team quiz, reviewing all the learning throughout the week, where the participants demonstrated that they had certainly changed their knowledge since the pre-course quiz. The participants also stood on a line to demonstrate their knowledge of Sphere compared to the beginning of the week, and they all stood between 5 and 8 on the scale, which was higher than the start of the workshop.

The participants were reminded of some key points:

- Look frequently at the Sphere website
- Sign up for the Sphere newsletter
- Look at the Joint Standards Initiative website and sign up for the newsletter
- Complete the Sphere E-learning programme
- Find out who is doing what concerning Sphere (& other Quality & Accountability initiatives) in Somalia, investigate the possibility of having a Sphere focal point for Somalia – see the guide for focal points on the Sphere website
- Investigate the Inter-agency working group on quality and accountability for the Horn of Africa region and find out about the resource centre
- Keep in touch with each other – share ideas, experiences, use a group email or set up a LinkedIn group
- Investigate the possibility of getting the Sphere handbook translated in Somali (the 2004 edition was translated and is on the Sphere website).

The plan for the follow-up Sphere ToT was discussed. However the dates will be confirmed closer to the event. It is important that all the participants have experience of using Sphere in practice and are able and willing to train on Sphere in Somalia

The participants all completed action plans and were encouraged to go and discuss these with their managers.

The participants all wrote 3 points they would do in the next 3 months as a follow up to this Sphere training on postcards, which they then addressed to themselves. These were then collected and will be posted back to the participants in 3 months for them to assess their progress on these action points.

A short summary was done of the content of the week; with participants reviewing their learning diaries and this was compared to the objectives of the workshop and the drawings done at the beginning of the workshop.

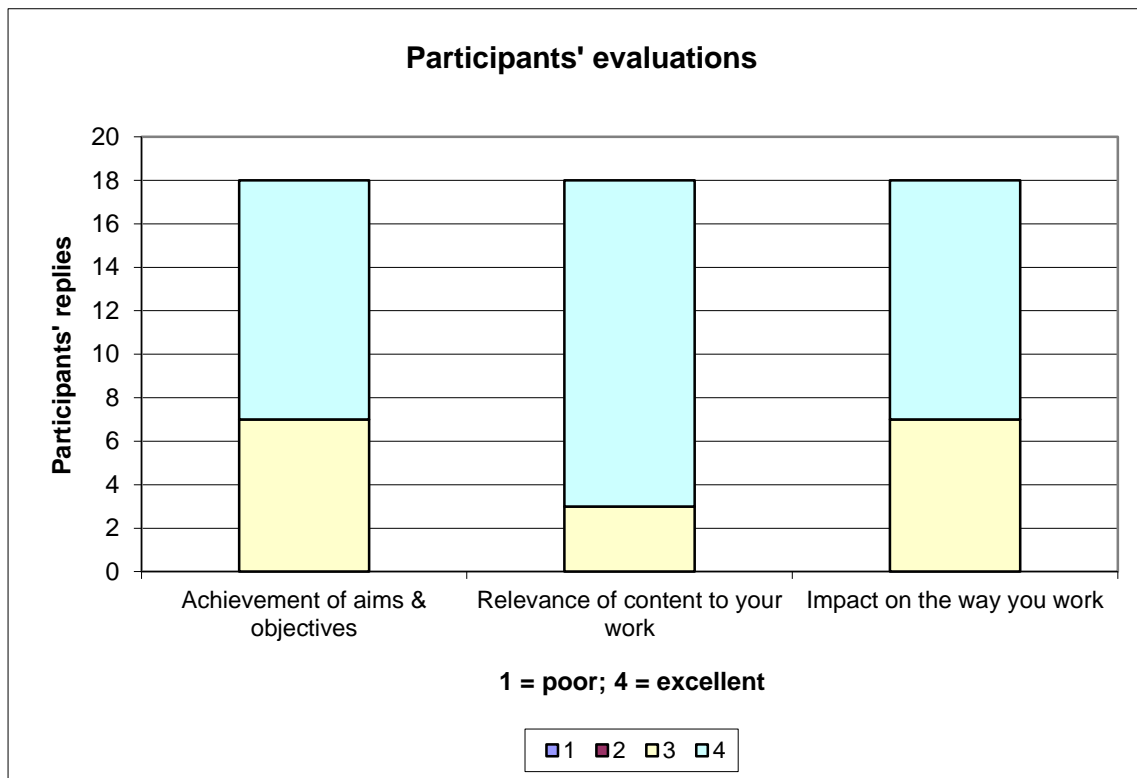
The participants all completed an evaluation form; these are compiled in Appendix 7.

The participants were given a certificate of attendance, which is attached in Appendix 8.

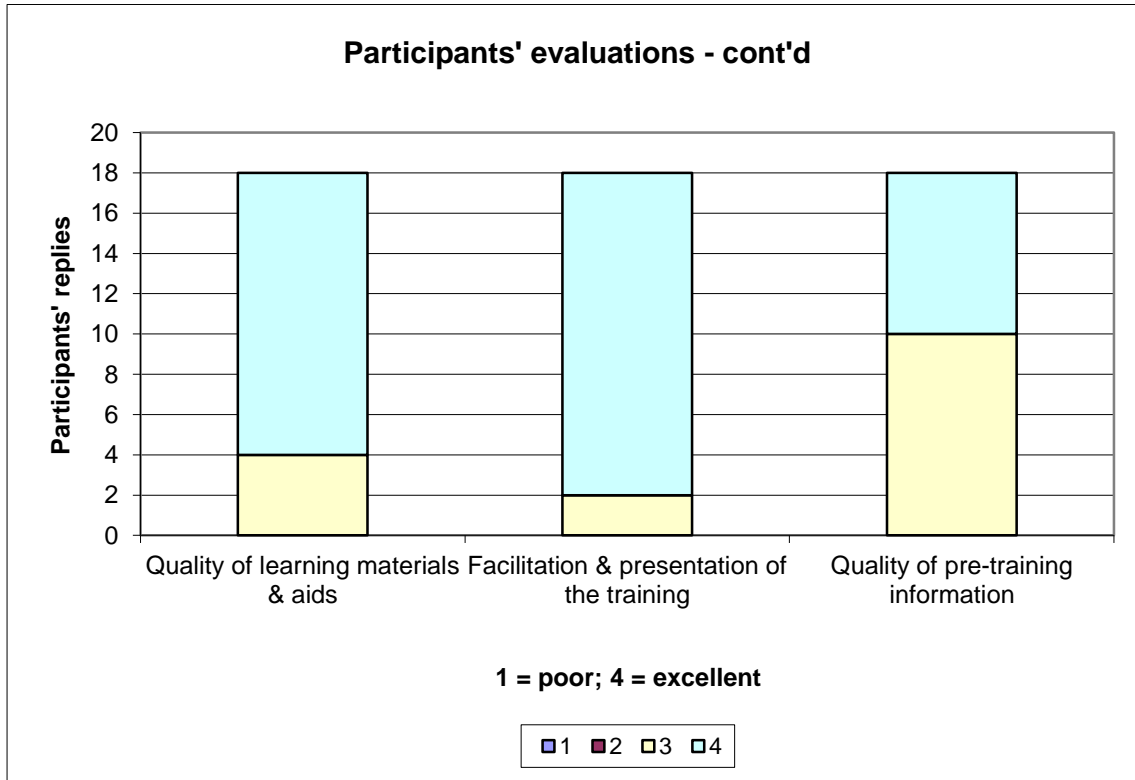
Participants' views on the training

At the end of the last day, the participants completed an evaluation form. The full content of the comments on all the forms are compiled in Appendix 7.

As demonstrated by the graph below, there was positive feedback on the achievement of the objectives, the relevance of the content and the impact of the training on the participants' work – all were ranked with either 3 or 4, and the majority were ranked 4 – i.e. "lots".

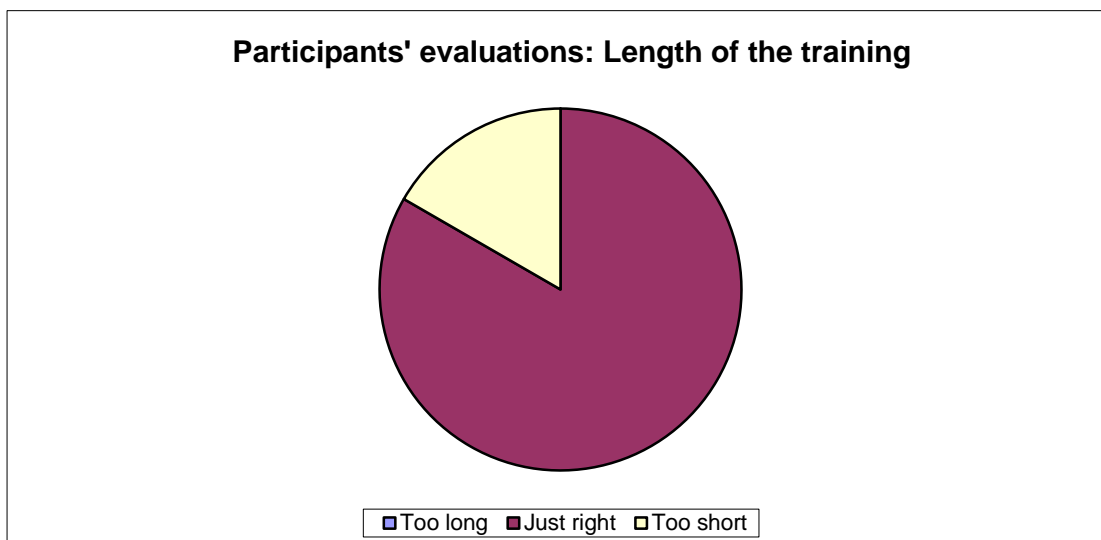


The graph below demonstrates feedback on other aspect of the training. The quality of the facilitation was ranked high, 16 out of 18 marked it as 'excellent'. The ranking of the pre-training information was not so high, with just over half (ten participants) ranking it as 3.



The evaluation forms showed all 18 participants thought the pace/speed of the workshop was just right.

Fifteen participants thought the length of the training was just right, but 3 thought it was too short.



Reviewing the comments on the evaluation forms shows that the participants found many parts of the workshop useful, particularly those that explained the humanitarian charter, the protection principles and the technical standards.

The changes suggested for another Sphere workshop included the need to include more local examples from Somalia, an opportunity for participants to share their experience, avoid the month of Ramadan. A couple of participants asked for a longer training programme.

The participants listed various ways they will use the Sphere handbook, at different stages of the project cycle, such as assessments, designing programmes, monitoring and training.

The participants offered suggestions as to what organisational support they would like from Sage on Sphere capacity building for the Nutrition cluster in Somalia. Several suggested more workshops, and more support in using Sphere in food security and nutrition programmes within Somalia.

The final comments and suggestions included thanks for the training and some positive comments on the facilitation. There were also requests for follow-up and more workshops so a wider number of organisations in Somalia. The need to establish Sphere focal points in Somalia was also suggested.

CONCLUSION

The learning objectives of the workshop were achieved. At the end of the training programme, participants were able to:

- Explain the philosophy and approach of the Sphere Project
- Describe the different sections and the layout of the Sphere handbook
- List the principles in the Sphere handbook Humanitarian Charter and describe how the charter provides an ethical and legal framework for humanitarian action
- List the protection principles in the Sphere handbook and explain how they relate to humanitarian programming
- Describe the cross-cutting themes in the Sphere handbook and how they should be incorporated into humanitarian responses
- Describe how the Sphere handbook can be used as a tool for nutrition programmes in a disaster response in Somalia

RECOMMENDATIONS

Following discussions with participants and the Sage team, and a review of the participants evaluation forms, the following are recommended:

- **Participants:** It was excellent to have an equal mix of males and females – a good gender balance that should also happen in future workshops. Nevertheless the selection criteria of participants could be improved to incorporate an application system with participants stating their prior knowledge and experience and how they plan to use Sphere in the future.
- **Experience sharing:** All the sessions would have benefitted from more time for participants to share their experiences.
- **Length of training:** It is always difficult to balance between having longer training programmes, which can divert people away from essential work, or shorter programmes, which may seem too short for some participants. It is suggested that there is some structured learning factored in after this workshop, to encourage participants to continue the learning process on the Sphere project. The Sage Organization could follow-up with the participants to ask them to look at their learning diaries they kept throughout the course and encourage them to put the learning into action and to follow the Sphere website and complete the Sphere E-learning programme.
- **Case studies:** The case study exercise (on what went wrong and what was done well) could be improved to make it more Somalia focused and more like a simulation
- **Reference material:** the facilitator provided some reference material (Sphere, other Quality and Accountability initiative material such as HAP, INEE, Joint Standards Initiative, key Nutrition information) for participants to consult during the workshop; it would be useful if Sage/the Nutrition cluster could have a set of resource material for reference. There is a module on Quality and Accountability as part of the Nutrition Harmonised Training Package (HTP) which is on the Nutrition Cluster website. There is a resource centre as part of the Interagency Working Group on Quality and Accountability in Nairobi – the Sage team should investigate and link with this.
- **Resource material for participants:** although the majority of the material used during this workshop is on the Sphere website (with some adaptations), it would be useful at future workshops for participants to receive a USB stick/CD of all the material, including the Sphere films; some participants work in areas with limited Internet access.
- **Social evening:** it would be good to have one evening where the participants and facilitators could go out socialise together and enable more informal exchanges, this was not possible as it was Ramadan.
- **Timing:** it is not ideal to have such a workshop in Ramadan, as many of the participants are Muslim, so were fasting and could not stay for extended hours.

- **Follow-up:** The participants should be encouraged to check the Sphere website frequently, to sign-up for the Sphere newsletters and to follow the progress of the Sphere Project. It would be beneficial to have a Sphere focal point within Somalia; there is a gap in knowledge on what is happening within Somali concerning Sphere.
- It will be helpful for the participants to keep in touch with each other, sharing their experiences and lessons learnt using Sphere. They will receive their postcards in 3 months time and it will be a good time to share their news on their progress with their action points before the Sphere ToT. It would be useful to ask the participants how they see their use and knowledge of Sphere has changed their programmes, particularly at community level and ask them to share examples.

PLANS FOR THE SPHERE TRAINING OF TRAINERS WORKSHOP

Sage Organization is scheduled to conduct a Sphere Training of Trainers within the coming year. The aim is to empower participants with knowledge on Sphere, to train others within /out their organizations, and thereby be the change agents. The specific objectives, together with the dates of the training will be confirmed closer to the training event.

APPENDICES

Appendix 1: List of participants

Name	Sex	Agency	Post	Email Address
1. Abdi Hussein Abdi	M	Africa Muslim Agency (AMA)/Direct Aid	Programme Officer	ahussein98@yahoo.com,
2. Abdi Mohamed Jama	M	SAACID	Nutrition Technical Adviser	abdijama@saacid.org,
3. Abdiweli Abdullahi	M	HIRDA	Nutrition Coordinator	hirdahealth@yahoo.com,
4. Abukar Yusuf Nur	M	FSNAU-FAO	Nutrition Analyst	abukar.yusuf@fao.org,
5. Ahono Busili	F	SAGE	Technical adviser	sageorganisation@gmail.com,
6. Amadi Butiko Enoch	M	SAGE	Internship	sageorganisation@gmail.com,
7. Amina Abdinoor	F	Oxfam	Nutrition Project Officer	amina.abdinoor@oxfamnovib.nl,
8. Anita Nyaboke Ongosi	F	Himilo Foundation	Nutritionist	anitanyaboke@gmail.com,
9. Everlyne Adhiambo	F	Community Action for Relief and Development Organisation (CAFDARO)	Co-chair Somali Nutrition cluster	adhiamboevelyne@gmail.com,
10. Floice Adoyo	F	SAGE	Team Leader	floiceadayo@gmail.com,
11. Halima Shaadia	F	Southern Aid	Project Officer	southernaid@gmail.com,
12. Irene Moraa Obare	F	Consultant	Consultant	inyagucha@yahoo.com,
13. Issack Yakub	M	Somali Aid	Programme Coordinator - nutrition	issack@somaliid.net,
14. John Bob Odhiambo	M	Mulrany International	Medical Coordinator	odhiamboj@mulranyinternational.org,
15. Mahamud Ugas	M	Approaches to Development Consultancy (APPTODEV)	Manager	m.ugas@apptodev.org,
16. Nimo Mohamed Ali	F	Himilo Foundation	Director	nimo.ali@himfo.org,
17. Said Ali Adow	M	Humanitarian Africa Relief Developemnt Organisation (HARD)	Programme Asst.	hardsomali@gmail.com,
18. Sherry Wawire	F	SAGE	Project Assistant	sageorganisation@gmail.com,

Appendix 2: Agenda

AGENDA Sphere training - Nutrition cluster Somalia, July 2013					
	Mon 15th July	Tues 16th July	Weds 17th July	Thurs 18th July	Fri 19th July
08.30 - 09.00	1.1 Opening & Introductions	2.1 Review of previous day	3.1 Review of previous day	4.1 Review of previous day	5.1 Review of the previous day
09.00 - 10.00	1.2 Quality & Accountability	2.2 Humanitarian charter	3.2 Code of Conduct	4.2 How to use Sphere in Food & Nutrition programmes	5.2 Action plans
10.00 - 10.30	Tea break	Tea break	Tea break	Tea break	Tea break
10.30 -- 11.30	1.3 Introduction to Sphere	2.3 Protection principles	3.3 Standards & principles	4.3 How to use Sphere in Food & Nutrition programmes contd	5.3 Review, evaluation, close at 12.30
11.30 - 12.30	1.4 The Sphere handbook	2.4 Core standards	3.4 How to use Sphere in Food & Nutrition programmes	4.4 Sphere film and group work	
12.30 - 13.30	Lunch	Lunch	Lunch	Lunch	Lunch
13.30 - 15.00	1.5 Using the Sphere handbook	2.5 Cross-cutting issues	3.5 How to use Sphere in Food & Nutrition programmes	4.5 Dilemmas, unanswered questions	
15.00 - 15.30	1.6 Review of the day	2.6 Review of the day	3.6 Review of the day	4.6 Review of the day	

Appendix 3: Review at the end of Day 1

Participants discussed in groups and made the following comments:

What was good about today?

- Use of pictures in the learning process
- Group work
- The class was well decorated
- The teacher was well organised
- Learning was interactive (less of lectures), which facilitated learning, i.e. group work, teaching aids
- Clear and simple--- a recap after each sessions was helpful
- Participation was very good
- The sessions was interactive
- The linkage of the lessons was good

What could have been better today?

- Use of a lot of pictures to demonstrate things could be reduced.
- Giving some background first of the lesson before the assignments
- More time for internalising information
- Pace is a little bit too fast
- All was very good today
- The teacher could be slower in definitions so that we understand better

Appendix 4: Review at the end of Day 2

Participants put comments, suggestions and complaints in a feedback box

- The sessions for today were very informative, participatory and involving.
2) The way the training is conducted from yesterday is very educative and should be maintained
- Has great understanding of the humanitarian charter. 2) The acting was awesome and great
- Good work with no music
- The training was excellent. The sessions were well-facilitated and lively, thank you.
- The lesson was OK
- Today's sessions were excellent (16/7/13)
- Group exercise and role plays very good
- It was a nice day today (Tuesday), lot more familiarisation in the use of the Sphere handbook, Feels a lot more easier today.
- Very good facilitation skills, good time management, good use of visual aid, participatory facilitation, energy was low in the afternoon, maybe due to fasting
- What I found interesting:
 - The recap exercise was a clever way of getting everybody to participate in talking about yesterday's session
 - Also putting people into groups using 'the ship is sinking' energiser was interesting
 - The role plays kept participants alert
 - All in all the day was very interesting and informative in a fun way.

Appendix 5: Review at the end of day 3

Participants were asked to put a dot on a graph from 0% - 100% as to whether they think the objectives of the workshop were being achieved and to add notes on 'post-its' describing why.

Graph:

75%	-	6 people
80%	-	3 people
about 85%	-	1 person
almost 100%	-	3 people
100%	-	1 person

Comments:

- We have visited all objectives and covered considerable ground, so far so good
- Because we have captured most of the topics
- Covered humanitarian charter, protection principles, code of conduct and standards and we understanding, soon be able to apply
- Fantastic group sessions, well understood, objectives being attained effectively, awesome!
- Getting easier to use Sphere handbook with the group work and continuous reference – more reading required
- We have reached most of the objectives, but we need to digest the handbook
- Most are absorbed, but few of the objectives of the workshop has not yet been reached, more reading on our part is required
- Yes, am still learning and understanding the handbook
- Yes, more reading will cement what we have learnt.

Appendix 6: Review at the end of Day 4

Participants were asked to put a dot on one of three smiley faces, sad, straight faces or miserable & confused and to add notes on 'post-its' describing why.

- All the participants posted stickers on the smiling face!

Comments:

- I am liking it
- Good film, learned new things, training ability
- Sessions useful and educative
- Had a nice day, more and more information
- I feel very informed, apart from learning about Sphere, I have learnt lots of interesting facilitating methods – film, role plays, case study, putting people into groups, recapping methods
- Happy – almost there!
- Awesome, well understood, ready for the TOT, words can't explain,
- Very happy
- Feel good I have achieved by objective
- Happy, but lots to remember
- Learned new ways of training, nice film, enjoyed lunch
- Because I feel I have gained more knowledge on Sphere and I understand more on the core standards and the principles
- Nearly to the objective
- I am understanding more through the discussions and exercises
- I have learned a lot on how to implement Sphere in all project activities
- I have learned a lot from the beginning of the training about Sphere and how to use it in implementing humanitarian response and this will assist in disseminating information to aid workers I work with

Appendix 7: Summary of evaluation forms

Compilation of evaluation forms

What parts of the workshop were most useful to you?

- Protection principles checklists, minimum standards, the humanitarian charter, core standards, food security & nutrition
- All the parts were useful
- The humanitarian charter, the rights principle, the protection principle, the core standards, the cross-cutting issue, the food security and nutrition minimum standards
- Core standards, protection principles, humanitarian charter, Code of Conduct
- Humanitarian charter learning about the rights of the affected people, the Code of Conduct, the minimum standards on food security and nutrition, WASH
- How to use the Sphere handbook and how to co-relate all the standard & principles in one programme
- Humanitarian charter, core standards, group work on the sectors was useful
- Core standards, Humanitarian charter, food security & nutrition component
- The video clips of the different countries and how the Sphere project was applied during the humanitarian assistance
- The Minimum standards in WASH food security, Code of Conduct, Humanitarian charter
- All the workshop content was very useful because it was all new to me, I found it very relevant, I found the facilitation methods very useful, interesting, participatory and comfortable as there were no wrong answers
- The core standards, nutrition & food security section, the group work and case studies
- Humanitarian charter – principles, core standards, cross-cutting themes, Code of Conduct, Minimum standards on food security and nutrition
- Background information on Sphere created a good foundation to use in implementation process. The video with exercise was an excellent work
- Humanitarian charter and its principles & rights, protection principles, core standards in health nutrition and WASH, cross-cutting themes, Code of Conduct
- Technical standards, core standards, cross-cutting issues
- Humanitarian charter, core standards, minimum standards
- Code of Conduct, protection principles, core standards, generally everything was useful

What improvements/changes would you suggest for another Sphere workshop?

- Bring people who have used Sphere in the field to share their experiences – different organisations
- Increase the length of training to six or seven days; more group work discussion in the use of minimum standards
- Use of more local examples
- The workshop could be extended time to two weeks to give enough time for participants to internalise the information give
- N/A
- The workshop was great
- More time should be given on nutrition and food security section, in terms of activities and case studies; in depth learning on the nutrition and food security section
- Context – the participants can have a session where they share their field experiences, challenges and how they with the challenges; also share how incorporated the crosscutting issues.
- Any change is acceptable, but the facilitators should remain
- More time to internalise and digest questions posed particularly on individual and group work, also, perhaps more examples on video case studies in Somalia could be used
- Clips and video from Somalia
- None
- Training materials to be provided including films and other available resources; if possible context related (Somali context related case studies) to be included in the training
- Was happy with what happened, it was fine and very good
- The four parts to be tested individuals (paper exam), so that everyone leaves the venue memorised
- None
- I could suggest if hand-outs could be provided and Sphere films to be given in flash disk; transport should be provided for the participants
- I would suggest that we should avoid “Ramadan” month of fasting

How will you use the Sphere handbook in your work?

- I will use it as a guide for all my activities relating to my field of work (Nutrition)
- I will be using as guidelines for every step
- Use it during planning of response, proposal development, programme implementation and evaluation to ensure that the standards are applied whenever feasible
- I will summarise it, put it on PowerPoint & add it as a chapter in grant management training that I deliver. I would also encourage LNGO heads to use the Sphere project as a tool
- During disaster approaches trying to follow the core standards
- When developing project proposals; when training my food and nutrition staff, when monitoring the implementation of the projects
- In project planning as a reference, in project monitoring
- Use it as a reference when designing and implementing projects
- In everything we do, particularly in implementing projects, writing proposals; staff appraisals, staff training
- As a book of guidance, a reference, as my (bible) to help me in field study
- First I will acquaint myself thoroughly and then train others on it
- Implement the standards according to the context of working, advocate for using Sphere as a reference and guidance for humanitarian activities
- I will use it as a reference whenever am preparing proposal (program design) and in field work application
- Discuss with programme staff on Sphere training AMA nutrition staff to implement uses of Sphere in planning and implementation of projects in disaster situations
- I will use the Sphere handbook to set up minimum standards acceptable globally in health and nutrition in my organisation and also use it for trainings which will be advocated for so that the standards are met and implemented
- Use standards in proposal development; include some indicators in our M & E tools to collect information on use of Sphere in the field; carry the handbook whenever I am in the field for reference and that may solicit and give me an opportunity to sensitise
- Review assessment tools and incorporate gaps
- Try apply everything I have learnt in my day-to-day activities as a guideline

What organisational support would you suggest from Sage Organization for Sphere capacity building for the Nutrition cluster in Somalia?

For example, any suggestions on:

- Support for using Sphere in food & nutrition programmes in Somalia?
- Support for 'rolling out' Sphere within your organisations?
- Future workshops?
- Training materials
- Future workshops
- Advocate for Sphere to be mainstreamed into most of the project capacity building and provide support where needed, e.g. providing information through the cluster; lobby for more funding for more trainings in Somali esp to the government as they roll out their development agenda
- Support in rolling out Sphere within the organisation and also assist in facilitating workshops in the future
- Support for using Sphere in food & nutrition programmes in Somalia
- To have more training for the nutrition partners in Somalia. Sage to be lead organisation to randomly check if Sphere standards are used in Somalia
- Not at the moment
- Sage organisation could help and assist us in putting together a workshop (refresher) for staff in Somalia
- Sage should advocate on how to put Sphere in practical, other workshops should follow also
- Roll-out Sphere and organise future workshops
- -
- Support for using Sphere in food & nutrition programmes in Somalia
- After the TOT, I would suggest Sage organisation to facilitate a series of works in Somalia
- Support for using Sphere in food & nutrition programme in Somalia, future workshops
- In fact Sage did a good work and as an organisation we shall support it
- Support for using Sphere in food & nutrition programme in Somalia, support for 'rolling out' Sphere within your organisations, future workshops

Other comments/suggestions

- These trainings should be included all stakeholders of the humanitarian response
- For Sphere to be used in the whole of Somalia a lot of training must be done so that people understand it better and they implement it
- None
- Sphere focal points should be established in Somalia
- Not to schedule training during Ramadan
- Thanks, we appreciate the invitation and knowledge provided and I promise that I will do my best to implement Sphere handbook philosophy
- This has been a very useful workshop; we look forward to the Sphere ToT in October 2013.
- The workshop was super and very educative, learning materials, presentations were good, need to form Sphere working group in Somalia
- Overall the training was excellent, I have learned quite a lot in Sphere and I feel I can apply some of the knowledge learned and gained in my future project implementation
- Great ... of the facilitator, I have learned more than I expected, God bless you, Thank you
- Thanks for the training, it has been very useful and interesting for me
- The training was very useful, I have learnt a lot especially on how to use the handbook – thank you
- The workshop was very colourful, nicely arranged, lively facilitator and lovely environment. I enjoyed all the days of the workshop with different activities
- The training should be replicated so that many organisations in Somalia are conversant with Sphere and this should be planned for immediately after the first ToT in October with the help of Sage organisation
- I like the training methodology and aids used; I really hope that the ToT will be more interesting. Looking forward, good work Anne, I like your work
- None
- The workshop was conducted in an organised manner and I learnt a lot

Appendix 8 Certificate of participation



The Sphere Project
Humanitarian Charter and Minimum Standards in Humanitarian Response

CERTIFICATE OF PARTICIPATION

NAME

has attended the Sphere Training Workshop:

“Putting Sphere into Practice in Somalia”

15th – 19th July 2013, Nairobi - Kenya

Organized by
Sage Organization in collaboration with the Somali Nutrition Cluster
With Financial Support from the CHF Somalia

Anne Lloyd
Sphere Trainer



Ahono Busili
Sage organization