



PEOPLE FIRST IMPACT METHOD (P-FIM)

P-FIM is a community engagement tool where communities lead in identifying important issues and activities in their lives. The starting point is people and communities, not projects or agencies. It builds transparency, shared learning and trust between all stakeholders, especially the community, local government and agencies.

P-FIM strengthens communication with affected people as a basis for accurate information gathering, understanding context and facilitating active engagement.

The training will be in English and participants will qualify to facilitate P-FIM exercises. The training is directed at staff of German humanitarian NGOs responsible for and who support engagement, assessment, monitoring and evaluation as well as local partner NGOs, students or professionals from other disciplines who plan to work in humanitarian assistance.

The training will involve interactive inputs, group work, participant-led discussions and offline exercises. Participants will be asked to identify and meet at least two other local external persons for the conduction of short P-FIM field exercises e.g. colleagues, associates or acquaintances – this will be agreed on day one of the training.

The training will be conducted by Gerry McCarthy, co-founder of P-FIM and experienced humanitarian and development practitioner, and Karoline Krähling, policy advisor on humanitarian assistance at VENRO.

Participation is free of charge. The number of participants is limited.

WHEN?

Monday, 23 November 2020 -
Wednesday, 25 November
2020 and

Tuesday, 1 December 2020 -
Wednesday, 2 December 2020

WHERE?

Online, Zoom

REGISTRATION

Please register [↘ here](#) until
16 November 2020.

CONTACT

Karoline Krähling

k.kraehling@venro.org

Telephone: 030/2 63 92 99-28

**PROGRAMME****Monday, 23 November 2020**

09:00	Welcome and setting the scene Review of P-FIM background
10:00	Community group identification
10:30	Break
11:00	Communication Pyramid Understanding communication
12:00	Lunch break and flexible tea break in the afternoon
14:00	The Wheel of Life What does it mean to live a fully human life?
15:00	Putting People First Understanding context from the community perspective
16:00	End of training day 1

Tuesday, 24 November 2020

09:00	Open and probing question techniques Individual offline reading and online working groups
10:00	Preparing for Role Plays Role of facilitator, reporter and observer
10:30	Tea break

WHEN?

Monday, 23 November 2020 -
Wednesday, 25 November
2020 and
Tuesday, 1 December 2020 -
Wednesday, 2 December 2020

WHERE?

Online, Zoom

REGISTRATION

Please register [↘ here](#) until
16 November 2020.

CONTACT

Karoline Krähling
k.kraehling@venro.org
Telephone: 030/2 63 92 99-28



11:00 **Preparing for Role Plays**
Giving and receiving feedback and team selection

12:00 Lunch break and flexible tea break in the afternoon

14:00 **Role Play “Goal free discussion”**

15:00 **Preparations for exercise**

16:00 **End of training day 2**

Wednesday, 25 November 2020

09:00 **Field work: Goal-Free Discussion and Report Writing**
Two participants meet personally and conduct practical exercise

12:30 Lunch break and flexible tea break in the afternoon

13:30 **Report presentations**
Presentation and discussion

15:00 **Selection of Two-Way Discussion Points**

16:00 **End of training day 3**

Tuesday, 1 December 2020

09:00 **Field Work: Two Way Discussion and Report Writing**
Two participants meet personally and conduct practical exercise

12:30 Lunch break and flexible tea break in the afternoon



	Report presentations
13:30	Each team presents the main findings from the two-way community discussions
	Review of learning
14:30	from goal-free and two-way discussion exercises
	End of training day 4

Wednesday, 1 December 2020

	Application of learning
09:00	A series of tools will be considered to enable participants apply the P-FIM approach in practice
	Tea break
10:00	
	Practical plan of action
10:20	Each participant will set out how they plan to put P-FIM into practice
	Review of P-FIM exercise
11:20	
	End of training
12:00	

This training is funded by the German Federal Foreign Office.