

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.

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. Students or professionals from other disciplines who plan to work in the humanitarian sector are welcome.

Gerry McCarthy, co-founder of P-FIM and Anne Hild Rivera, experienced P-FIM trainer, will conduct the training. Gerry will participate online and Anne will be present in Berlin with the participants.

The sessions will be in English. Participation is free of charge. Travel and accommodation costs must be organised and paid by the participants. Given that the number of participants is limited, we kindly ask you for a short motivation statement in the registration form. We will inform you about your final admission two to three weeks after your registration.

The event will be held in accordance with applicable provisions of the SARS-CoV-2 Infection Control Measures Ordinance and in compliance with the VENRO hygiene concept (2G-plus rule, obligation to wear FFP2-mask and to keep minimum distance). Should the situation change, we reserve the right to hold the seminar days as an online format.

WHEN?

Monday, 28 March -
Friday, 1 April 2022

8:30 am – 5:00 pm CET
(Monday – Thursday)

8:30 am – 3:15 pm CET
(Friday)

WHERE?

Verein für Berliner
Stadtmission,
Jugendgästehaus
Hauptbahnhof
Lehrter Straße 68
10557 Berlin

REGISTRATION

Please register [↘ here](#) until
4 March 2022.

CONTACT

Karoline Krähling
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+ 49 (0)30 263 9299-28

The venue is largely accessible. Please let us know if you have special support needs and/or bring assistive devices or companions. We will be happy to make reasonable accommodations associated with the event to the best of our ability.

The training is part of a joint project of the Institute for International Law of Peace and Armed Conflict (IFHV) of Ruhr-University Bochum and VENRO. It can be credited for the "Certificate of Advanced Studies in Locally-Led Humanitarian Action". You can find more information [here](#). Participants who would like to obtain a certificate have to take part in a final test. The test will take place on the last training day.

PROGRAMME

Day 1: Monday, 28 March 2022

08:30 – 10:00	Welcome and setting the scene Community group identification
10:00 – 10:20	Break
10:20 – 13:00	Mapping group locations Communication Pyramid Understanding levels and application of communication
13:00 – 14:00	Lunch break
14:00 – 15:30	The Wheel of Life What does it mean to live a fully human life?
15:30 – 15:50	Break
15:50 – 17:00	Putting people first Understanding context from the community perspective

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Day 2: Tuesday, 29 March 2022

08:30 – **Open questioning techniques**
 10:00 **Role of facilitator, reporter & observer**
 Role play preparations

10:00 – Break
 10:20

10:20 – **Giving and receiving feedback**
 13:00 Role play preparations
Team and group selection

13:00 – Lunch break
 14:00

14:00 – **Role play on goal-free discussion**
 15:30

15:30 – Break
 15:50

15:50 – **Role play on goal-free discussion**
 17:00 **Planning of Goal-Free Exercise**

Day 3: Wednesday, 30 March 2022

08:30 – **Goal-Free group discussion** (incl. flexible break)
 13:00 Exercise and write-up of findings and report

13:00 – Lunch break
 14:00

14:00 – **Report presentations**
 15:30

15:30 – Break
 15:50

15:50 – **Selection of two-way discussion issues**
 17:00

Day 4: Thursday, 31 March 2022

Goal-Free review
08:30 – **Two-Way Engagement group discussion**
13:00 Exercise and write-up of findings and report
Flexible break

13:00 – Lunch break
14:00

14:00 – **Report presentations**
15:30

15:30 – Break
15:50

15:50 – **Review Two-Way exercise**
17:00 **Application of Learning**

Day 5: Friday, 1 April 2022

08:30 – **P-FIM Logframe**
10:00 **P-FIM added value**

10:00 – Break
10:20

10:20 – **P-FIM Applied to M&E**
13:00 **Way Forward**
Evaluation

13:00 – Lunch break
14:00

14:15 – **Exam**
15:15 For those who wish to obtain a certificate

This training is financially supported by the German Federal Foreign Office.