Sphere Workshop Report Form

1. Trainer/organiser's Surname: **VOLYNETS**   First Name: **DINA**

   Trainer/organiser's Surname: **CYRILO**   First Name: **GABRIEL**

   Trainer/organiser's Surname: **TRENO**   First Name: **RICARDO**

2. Duty Station or Office Location: **LVIV, UKRAINE. KRAKOW, POLAND. BOA-VISTA, RR, BRAZIL.**

3. Organisation: FRATERNITY- INTERNATIONAL HUMANITARIAN MISSIONS (FIHM)
   _____

4. Workshop dates: **(**_Day, Month, Year_**) JUNE 19-23, 2023**

5. Training Venue: (_Institute or Hotel, City, Country_) **WARSAW, POLAND**

6. Target audience description (choose one or more below)

   ❑ Internal staff (single organisation)

   ❑ **NGO**

   ❑ UN

   ❑ Government

   ❑ Academic Institution

   ❑ Other (please explain)

7. Target audience experience level

   ❑ Senior/management

   ❑ **Mid-level field staff**

   ❑ Junior staff or "on-boarding"

8. Number of participants **16**

9. Number of days (to nearest half-day) **5**

10. In-service, on-the-job, or real-time training for field staff

    ❑ **Yes**

    ❑ no

11. Content included (check all that apply below):

X	Sphere: Welcome and Introduction to the Sphere Handbook
✠	What is Sphere: The Handbook
✠	What is Sphere: Using the Standards in Context
❑	The Humanitarian Charter
❑	Protection Principles

❏	Core Humanitarian Standard
❏	Water Supply, Sanitation and Hygiene Promotion
❏	Food Security and Nutrition
❏	Shelter and Settlement
❏	Health
✠	Using Sphere in Practice
❏	Sphere and the Programme Cycle
❏	Sphere, Assessment & Analysis
❏	Sphere and MEAL (Monitoring Evaluation, Accountability and Learning)
❏	Sphere, Quality and Accountability
❏	Sphere and Coordination
❏	Sphere, Cash, and Markets
❏	Sphere, the Complementary Standards, and the HSP app
❏	Advocacy: Realizing the Full Potential of Sphere
❏	Evaluation and Wrap-Up
X	**Training of Trainers**

12.

12. Participants questions and concerns

Many discussions took place on how to promote Sphere, how to advocate for Sphere implementation and how to evaluate organizations based on Sphere. This relates to the context of Ukraine and neighboring countries - most of responders were not engaged in humanitarian response prior to this war.

R&G – There was a continuous concern, from the participants as to how they could apply Sphere knowledge to their context, as well as how it could work as an advocacy tool. They also expressed interest on how their next steps as trainers would be, how the application process would continue from there.
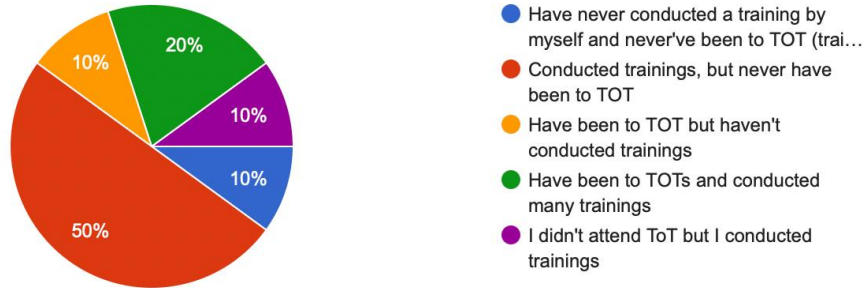
13. Feedback from participants

The group was quite diverse both in knowledge of Sphere and training experience. Thus, in the end part of the participants lacked more knowledge of Sphere and some more detailed discussions on

How professional are you in conducting trainings (any topic)?

10 відповідей

- ● Have never conducted a training by myself and never've been to TOT (trai…
- ● Conducted trainings, but never have been to TOT
- ● Have been to TOT but haven't conducted trainings
- ● Have been to TOTs and conducted many trainings
- ● I didn't attend ToT but I conducted trainings

how to conduct trainings.

Some participants were not ready to commit 5 full days to the learning experience, were distracted by work and mentioned that 8.30am till 4.30pm or 9 to 5 is very intense experience to them. This may relate to the fact that it is an ongoing emergency, or to Polish working hours, or to the fact that participants were not able to plan their participation in advance.

R&G - We had quite diverse feedback. Some participants wanted more knowledge of Sphere, while others wanted to learn more about training techniques, as mentioned above. Some wanted less group works and more hard theory.

14. Training team self-reflection

In more peaceful circumstances I would select more integral group in terms of level of their training capacity and Sphere knowledge. Either all of them should have knowledge and experience with Sphere and lack training skills or vice versa. Or even have two trainings for these different groups. Also Sphere training for advocacy purposes should differ from training for field workers.

R&G - Also, we could improve, to an extent, our time management of some sessions. Especially the debriefing segment and following discussions.

15. Observations about the context

It is quite complicated to combine learning for full-time non-affected humanitarian workers and affected field responders or volunteers. They have different perspectives, needs and levels of burnout.