



# PROGRAMME FOR IMPROVED NUTRITION IN SINDH

In Support of Accelerated Action Plan, Government of Sindh

PINS ER 3 District Field Teams Retreat



7<sup>th</sup> to 9<sup>th</sup> November, 2021  
| Dream World Resort Karachi |

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## Acknowledgments

This report is developed for the PINS 3 Field District Teams Retreat activity; participated by RSPs staff i.e., community Nutrition Officers at dream world Resort Karachi. The Consultant trainer was on board to lead the training and provide the report. Support was extended by the Admin and Logistics team RSPN for organizing this event.

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## Abbreviations and Acronyms

AAP	Accelerated Action Plan for Reduction of Stunting and Malnutrition
CAT	Community Approach to Total Sanitation
CIs	Community Institutions
CNOs	Community Nutrition Officers
CLTS	Community Led Total Sanitation
ECOSAN	Ecological sanitation
EU	European Union
HHs	Households
GoS	Government of Sindh
LSO	Local Support Organizations
M&E	Monitoring and Evaluation
ODF	Open Defecation Free
O&M	Operations & Management
PATS	Pakistan Approach Total Sanitation
PINS	Programme for Improved Nutrition in Sindh
PD	Pregnancy Diagnosis
RSPN	Rural Support Programmes Network
RSPs	Rural Support Programmes
SBCC	Social Behavioural and Change Communication
SMT	Social Mobilisation Team
VAP	Village Action Plan
VDP	Village Development Plan
VIP	Ventilated Improved Pit
VO	Village Organization
WQT	Water Quality Testing
WO	WASH Officer

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## Background and Objective

Staff retreat are really important as this is a chance or opportunity for field teams to step away from your regular day-to-day stuff and focus on the bigger picture to brought some creativity into the mix such as bringing the work into the room, turning staff from a collection of individuals into a group or team, Joy, Appreciation and capacity building.

For the reason, 62 Community Nutrition Officers (CNO) of age between 20 to 45 from 10 programme districts (Dadu, Jamshoro, Tando Muhammad Khan, Matiari, Tando Allayer, Sujawal, Thatta, Shikarpur, Larkana, and Qambar Shadad Kot) were invited to reside for three nights at Dream world Resort in Karachi for their retreat sponsored by Rural Support Programmes Network (RSPN).

## Objectives and Schedule

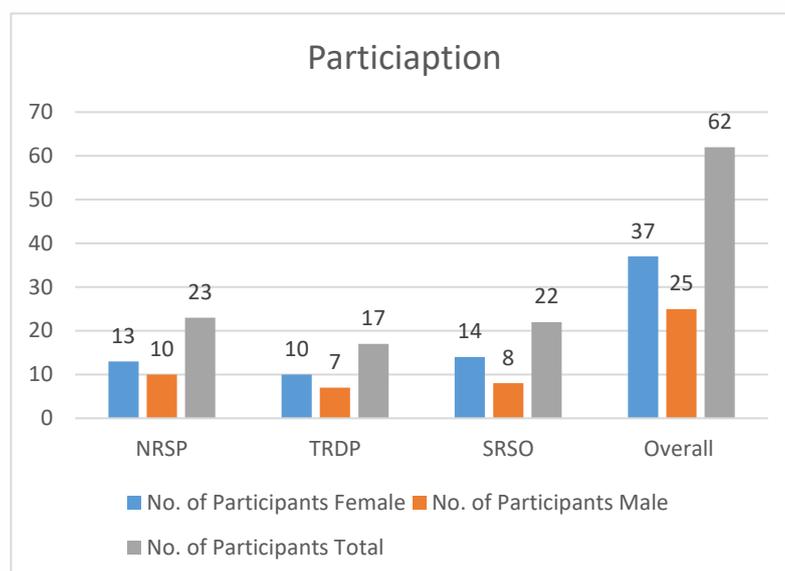
This retreat was designed, planned, structured with the core domain of training consultant from ECI for a collaboration with RSPN for planning, executing and reporting of 3 days retreat. This retreat exercise intended for the enhancement of the individual and group skills of CNOs by addressing the following in particular:

- Internal and external communication (Communication within team members and with community members)
- How they can smartly connect virtually with team members?
- Tools to manage work load resulting in reducing stress,
- Increase productivity by reducing the depression,
- Effective time management,
- Increasing ownership, integrity and personal and professional growth
- Team building and group work
- Increasing smooth communication focused on increasing empathy;

## Schedule / Participants of the Workshop(s)

Community Nutrition Officers from 10 programme districts participated as per schedule from 7<sup>th</sup> to 9<sup>th</sup> November, 2021 for total RSPs Participation NRSP 23/ SRSO 22 / TRDP 17; the event was facilitated by the Bashir Anjum sb from RSPN on day one to discuss SBCC Toolkit, Monthly meetings of CRPs and AEs and the engagement of community institutions and remaining two days were facilitated by consultant from ECI.

RSP	No. of Participants		
	Female	Male	Total
NRSP	13	10	23
TRDP	10	7	17
SRSO	14	8	22
<b>Overall</b>	<b>37</b>	<b>25</b>	<b>62</b>



### Workshop Proceeding:

The event was begun with the recitation of Holy Qur'an and followed by the welcome note by the RSPN and objectives were briefed to the audience. The day one was facilitated by Bashir Anjum sb to discuss the PINS ER3 interventions and issues & challenges so far faced by the field teams and day two & three was facilitated by Mr. Iftikhar Memon and his co-facilitation team (annexed below)

### Day One - Session 1: Refreshing PINS ER3 (Targets and objectives)

The participants were brainstormed about the key activities on WASH & AFS being implemented in the field; one of SMT delivered the presentation by enlisting the WASH & AFS Key activities and highlighting the role & responsibilities of CNOs and WASH / AFS Officers by answering the questions;

- What is their role in achieving Programme targets?
- Why Coordination? The CNOs and WO/AFSO has to work together to achieve the targets as coordination enhances the performance and quality of work

### Session 2: Engagement of Community Institutions in PINS Interventions, Highlighting Issues & Challenges, Community awareness activities - Social Behaviour Change Communication (SBCC); its Concept & Significance and Use of QATs

Bashir sb started discussion with the participants for LSO/VOs engagement for carrying on PINS interventions and their direct role for monitoring and accountability of CRPs deliverables against set targets. Furthermore, the issues and challenges were discussed for specific VOs and SMTs and steps to overcome these. However, participants asked for volunteering to come frontward to deliver a sessions' essential and key learnings. Subsequently, the facilitator(s) steered a session pertaining to guidelines for use of SBCC Toolkit and focused on SBCC Toolkit Sessions: Significance & Usage

- Session 1: Identification of malnutrition, causes and solutions,
- Session 2: Health & Hygiene situation, spread of diseases and corrective measures,

- Session 3: Identification of Safe drinking water sources, protection and maintenance,
- Session 4: Minimum Dietary Diversity for Women (MDDW),
- Session 5: Infant and Young Child Feeding Practices, Importance and Healthcare,
- Session 6: Monthly Household Budget and % Expenditure on Food.

At the end of day one; participants were guided for conducting meetings with LSO cum Programme affiliates effectively, so that the these can be made accountable for progress and achievement leading to milestone-based payments.

# PINS 3 District Field Teams Retreat

**Date:** 8th– 9th November 2021

**Venue:** Dream World Resort, Karachi, Sindh

Submitted by:



Submitted to:



### Training Partners Organization:

<b>ECI</b>	Empowerment thru Creative Integration	<b>EU</b>	European Union
<b>RSPN</b>	Rural Support Program Network	<b>GoS</b>	Government of Sindh
<b>NRSP</b>	National Rural Support Program	<b>TRDP</b>	Thardeep Rural Development Program
<b>SRSO</b>	Sindh Rural Support Program	<b>CS</b>	Conseil Sante
<b>AAP</b>	Accelerated Action Plan	<b>AAH</b>	Action Against Hunger

### Team Members:

<b>Name</b>	<b>Designation</b>
Mr. Iftikhar Ali Memon	Lead Trainer
Mr. Khaleek Kohistani	Facilitator
Ms. Annie Alwani	Co-trainer
Mr. Tabish Mughal	Logistic Officer
Ms. Maria	Volunteer
Ms. Amna	Volunteer
Mr. Muzammil	Volunteer

### No of Participants:

62 - 66 Community Nutrition Officers from 10 District of Sindh

## Introduction:

62 Community Nutrition Officers (CNO) of age between 20 to 45 from 10 districts (Dadu, Jamshoro, Tando Muhammad Khan, Matiari, Tando Allayer, Sujawal, Thatta, Shikarpur, Larkana, and Qambar Shadad Kot) of Sindh were invited to reside for two days at Dream world Resort in Karachi for their retreat from Rural Support Programmes Network (RSPN). This retreat was designed, planned, structured with the core domain of ECI. ECI was in collaboration with RSPN for planning, executing and reporting of 2 days retreat. As CNOs in their particular areas were having difficulties in field because of several reasons including work overload, lack of organizational skills, lack of communication skill, increasing stress, increasing anxiety and depression, workload, stagnant personal and professional growth, lack of integrity, avoiding responsibility, lack of team work, lack of sharing and caring and efficient time management.

RSPN approached ECI Pvt Ltd to work on the enhancement of the individual and group skills of CNOs by addressing the following in particular:

- Internal and external communication (Communication within team members and with community members)
- How they can smartly connect virtually with team members?
- Tools to manage work load resulting in reducing stress,
- Increase productivity by reducing the depression,
- Effective time management,
- Increasing ownership, integrity and personal and professional growth
- Team building and group work
- Increasing smooth communication focused on increasing empathy

During retreat, the focus of participants was on games, activity, presentation and reflection of each activity. New innovative ideas were also brought in by the ECI Karachi team where team building was conducted by involving participants into 3 different activities: Pyramid Building, Treasure Hunting, and Save Your Team Egg. This retreat was not only focused on the content sharing but it included fun activities to make it an experiential learning for the participants by the combination of fun and learning. Most part of the retreat was conducted using Sindhi language that was helpful in engaging participants. Furthermore, the planned activities intend to produce key takeaways as lessons learnt, and each activity's objective was shared prior the activity.

The participants were involved for both days from morning 8 a.m. till late night 12 p.m. Despite an entire day extensive activity, no participant showed disinterest rather they wanted to spend more time in the retreat. Although, these participants were earlier not willing to participate as they were under impression that this event might be similar to other traditional lecture-based events causing boredom.

The training supervisor/s, monitoring and evaluation officer as well donor and admin officers of RSPN who were the part of the 2-day retreat observed the methodologies used by the trainer/s and appreciated the event.

## DAY TWO

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### **Meet and Greet:**

The day started at 8:30 a.m. by registering the invited participants at the registration desk. 7 multiple color ribbons were used to segregate the participants to do an ice-breaker activity. Along with these color segregations, the Booklets for 3-days staff retreat designed by ECI along with training agenda for 2 days were handed over to CNOs. 62 participants were divided into 6 groups with different colors including 6 female and 4 males in each group. Sindhi and motivational English music was played in Background to welcome these participants into training hall. Welcome note was delivered by Provincial Training supervisor Mr. Zaheer Dayo and ECI team was introduced by him.

Sir Iftikhar Ali Memon took the stage, welcome the participants, introduced himself, team and their roles in retreat for 2 days. He introduced ECI's vision, mission, objectives, thematic areas, and the overall work history of almost 31 years. Retreat word was unclear to participants however booklets were handed over to participants during registration, which also helped them to understand the meaning of the retreat. Mr. Iftikhar Ali also added that retreat is all about overcoming the obstacles during field work, problem facing, working in team, respecting each other, sense of integrity, taking personal responsibility, communication skill and managing stress with the help of different experiential-based activities. Right after introduction of ECI, its team, retreat and agenda, the party poppers were exploded with the help of volunteers and facilitators which created much joy among the participants.

Participants were shared with the agenda, time-wise activity plan, and the purpose behind the activity.

### **Introduction of Participants:**

This introduction session of participants was led by Mr. Iftikhar Ali Memon. Introduction of CNOs was done using a fun activity "Sharing and Caring Concept". The purpose of conducting this activity was to promote sharing and caring concept.

In this activity, all CNOs were handed over the balloons and were asked to blow them and write their names and then place them in the backside of training hall. The balloons were then mixed up. The participants were then asked to search out their own balloons in 30 seconds, time was being kept on watched by Khaleek. It was a bit challenging for all CNOs to find out their name balloons within the given 30 seconds. Some of them found it as they have marked something on it and had small sized of balloons. After picking up the balloons, CNOs were asked to check out which balloons they are holding. Those who had picked the wrong balloons with the other names were asked why they had picked someone else's balloon. To which, one of CNOs Mr. Muhammad Abid commented that another CNO from Larkana District Miss Rehana Leghari was the oldest among these 62 CNOs and was thus unable to find her balloon, thus, he decided to help her out to practice sharing and caring concept. This balloon activity was the rare fun activity for CNOs as this was their first time for being indulging in such fun activity. The big smile showed the enjoyment level of participants from this

activity because they had never played with balloons for a long time since their childhood.

Later on, the trainer Mr. Iftikhar Ali asked every participant to introduce themselves with their name and their organization name.

### **Mapping Exercise of Retreat:**

There were lots of expectation by CNOs with their retreat. Trainer after introductory activity told participants to write success and challenges of their program, field and as being the part of organization. CNOs were also asked to write their expectation from the retreat. This exercise was very helpful for the participant to release their stress as everyone wrote their success given lots of positive vibes and statement for their program related, team and personal goals. They also shared multiple challenges such as lots of work load, unnecessary pressure from management side, far flung areas and other field related challenges. These written challenges and success were acknowledged by representatives, admin officer, monitoring and evaluation officer. These challenges, success which were posted at different walls of training room were noted and shared with the representative of RSPN. This activity helped much to understand more about the struggles of CNOs in their respective field areas.

### **Team Building (Forming A Team):**

Surprisingly, the 62 CNOs from 10 districts doing almost the similar work were unaware of the word "Team" and its importance. In focused group discussion (FGD), meeting, TNA, communication through email and informal chat on dinner before a day of retreat, team of trainers from ECI were well aware with importance of team building and bringing them all together on one platform which is likely to work for organizational goal with integrity. Objectives of team building module were shared with CNOs. Team building fun-based-learning training started by a question asked from the participants about what is team and how it is formed? After responses, the trainer cleared their concept of team by mentioning the local example of their own RSPN representative to arrange retreat at dream world resort and team work of ECI for making this retreat possible and smooth.

CNOs lacked coordination among each other and with organization, their attitude and behavior were informal all the time and were unaware with formal communication. What to say when and where was unknown to them. Back biting and telling lie for the sake of joke whether if that hurts and bullying each other was common.

Trainer from ECI introduced an activity of "Building Pyramid" for this activity, CNOs were divided into 3 teams of 20 individuals in each team. 5 participants were set as an observer to observe the activity. The teams were handed over 20 plastic water glasses. Participants were advised to keep a plastic glass on their head and then to walk from one place to another place where another member from same team were trying to build a pyramid. This activity created huge entertainment for the CNOs. Every team member supported each other and planned before starting the activity. Each one of them was designing the strategy to walk and make pyramid. Those who were feeling bored and were showing no interest in training were found enjoying and helping others to get glass successfully transfer from one place to another. Each one

of them enjoyed and learnt the behavior of coordination in team and its importance. CNOs with old age were not even feeling shy, some of them did cheating as well by fixing their plastic glass on head with their hair. 3 teams were successful in making Pyramid.

The trainer reflected on the activity and mentioned the detriments of the lacking support and coordination among team members. He emphasized that team balance inequalities and boost up and multiply the productivity of team that bring team more closely towards their organizational goal.

Having done with reflection of this activity trainer moved for another activity that was to drive "Work Priority" along with discussing work priority through a fun learning activity which is "Treasure Hunt". For this activity, 7 different items were placed in the training hall, garden, balcony and ground of dream world where volunteers stood to facilitate the audience. CNOs were divided into 6 group with respect of their ribbon colors. 7 task Making Chair Tower, Doing Hula HOOP Dancing, taking Selfie with employee of Dream world, making paper plane to fly, making balloon tower, making biggest human line, and to create innovative frame for picture. Each team had to achieve and accomplish the task within 7 minutes. These activities needed good planning and prioritizing of task, those who went outside to accomplish the task could not achieve it, but those who divided the team into 4 to 4 sub group achieved 7 tasks and accomplished it before the time. The good part was during the making the activity "Biggest Human line" where female participants using their scarfs made a line.

In reflection participants shared the urgent and important table chart that cleared further about how to prioritize the critical things over important thing, and trainer further told that if you miss important things in daily tasks, it becomes critical task and when you missed critical task it goes away and creates more fuss for your workplace and keep you away from your own goal. Treasure hunt game helped 7 teams to run here and there for completing their tasks. During activity the participants divided each other, selected their leader and assigned the task to complete within given time for winning. Most of the teams completed their tasks within the given time. The Treasure Hunt task was new to the participants which increased their interest. This was their first time to become part of such learning-based activities.

Dealing team effectively was another hurdle and poser for the team of RSPN which was affecting performance of CNOs. To reduce the gap and to deal with teams effectively, another interesting activity namely "Save your Team Egg" in which 7 teams were given some newspapers, tissue rolls and tape along with chicken egg was introduced. Each team had to make an airplane of egg with the help of newspapers and other given resources and then to throw egg from one point to another. The instruction was to make beautiful airplane of egg and that the egg should not break while throwing. This activity helped CNOs to realize the skills of each member of the team. This activity helped CNOs to build strong team as each one of them started to think, care and sharing their skills and sympathy for each other. With this activity, the participants were aware how to effectively deal with the team while encouraging them to achieve personal and organizational goals. To work in a team and to let the work done from the employees when there are different conflict of interest was not an easy job for representative of RSPN before this Retreat training, but now they were all are on one page, sharing, providing space for each other, listening to each other during training, giving other the chance to speak, waiting for their own turns, abiding

by the time during lunch and tea time break, sharing feedbacks with trainers, helping each other in understanding the concept of different training components, aiding each other during activity, and translating and interpreting for those who are not good with English and Urdu to make them understand the content. These are some instant outcomes of team building training.

### **Motivational Skill:**

The activity started by the trainer from ECI who asked the participants to brainstorm about the word Motivation. The participants shared their responses and their success, challenges and expectation which reflected many things related to their field that helped the trainer to come up with interactive session on motivation skill. As per their administration, CNOs lacked motivation in their jobs and in personal lives- they all just spend their time unproductively and inefficiently. To overcome this issue, the trainer started with the concept and importance of motivation in our daily life and at work place. Most of the participants were unhappy with RSPN staff and other upper-level management as they had seldom appreciated the team members. Extrinsic motivation and intrinsic motivation were defined and linked with their field work and personal life. During their field work and personal life, they rarely get a chance and time to sit and discuss the success and challenges. Furthermore, to make their concept clearer, the CNOs were involved in an amazing activity namely "Talk to yourself by Mirror" as they never have had time to appreciate and reflect on their own selves. Mirror was handed over to CNOs and each of them was instructed to look into the mirror for 5 minutes and talk to their own self. They were asked to tell their reflections about their own successes, challenges, future plans and skills while looking into the mirror. They were further asked to sit anywhere else in training room as most of them were feeling shy and this activity could be better done in isolation. During this activity most of CNOs were smiling, making their makeup, dressing their hairs and doing irrelevant acts. In the beginning, some of the participants were unwilling for this activity because they were feeling hesitation, but after being motivated they all started to talk to their own selves by looking into the mirror. Most of the participants were crying, hiding themselves from others, and even left the place to hide their tears, while some were smiling and were making lots of noise. After this activity most of the participants in debrief session reflected that they recalled their childhood. They added that they never got a chance to count their blessings, and do self-reflection before. The activity took an emotional turn, and one of the female participants burst into tears. She expressed she is aged now and she never reflected on her health- be it be a mental or physical health, but remained busy in striving to make the both ends meet. She further added that this activity helped her to draw her attention towards her health and beauty. After finishing her words, some of the participants shared that in the field they rarely smile but the mirror activity has helped them regained their smiles. They all agreed to find time especially before sleeping and remain away from their cellphones to only focus on themselves that will help them in planning the next day. The participants also commented that now they realized the importance of sharing challenges, future plans with the team.

Mixing organizational and personal goals were real issues for CNOs as most of them were unaware of their personal goals. The trainer then started with a question for brainstorming that what is dream and goal? How it can help individual to spend purposeful life and how an individual dream and goal could contribute in organizational goal?

The trainer noted multiple responses coming from the participants. It was necessary to enable them to differentiate between both while striving to achieve them.

It was emphasized by the trainer that the communication is very important in achieving personal and organizational goals. Participants were advised to also write their goals and work towards their achievement. Trainers shared life example of those who have been living their balanced life working in field. Dream and goals were cleared, given vast explanation of individual life dream and goal. Trainer further explained that goals and dream shape your life, shape up your choices, give direction to an individual for setting up better future to enhance the chance to move further on top in hierarchy of an organization.

To further clear the concept of dream and goal of an individual and organization, participants were involved in another productive activity to set up goals and dream of individual. In this activity A4 size print out with mentioned dreams and goals was handed over to the participants. CNOs were told to gather at different corners of room as well as were allowed to sit anywhere in the room with a paper mentioning their dream and goal of life.

In this activity, CNOs were asked to ponder on their career and life to identify or jot down their dreams and goals. This activity helped CNOs to clear their concept related to goal and dream. The participants who were unaware of their own interest after this training session were now able discern between their personal and organization goals. This activity helped participant to better understand individual goals and to realize what are the steps and measure ones should take to achieve their goal.

Afterwards, the CNOs were asked to write their organizational dream and goal in order to bridge and align their dream and goals with organizational goal and dream. Trainer explained that there should be a link, connectivity and bridge among individual and organizational goal to work smoothly, efficiently, living impactful live, making productive footprint, and if there is a contradiction between personal and organizational goal than nothing produced can be meaningful rather more conflicts will occur, peace will be reduced, workplace will not be any more work place and no sign of growth will be the part of organization. Trainer further added that a good employee is the one who have better understanding on organizational goal and who knows how to mold his activity to link his personal goal with organizational goal.

What can be achieved and what cannot be achieved was unfamiliar to CNOs and they were unsure of their skill, talent and capabilities. This training helped them to think, rethink for their own self, redefine their lives, focused with their skill to drive their goal, with firmly ponder over dream which they have been seeing. In last but not least trainer reflected on this activity by asking some of the CNOs to share their dream and goal for the better understanding of concept. In last trainer explained the purpose of conducting this activity that goal helps you to organize your resources and time to make the most of your life, goal give long term vision and short-term motivation, further trainer explained about that how the goals should be determine and drive through another training tool which is SMART (S=Specific, M=Measurable, A=Achievable, R=Result Oriented, T=Time focused). Each one should think of their goal with respect of SMART that can make their objective set for the rest of life. This activity and concept helped CNOs to make their live from ordinary to extra ordinary path. Each one was quite happy and satisfied having written down their goals and Dream.

Another challenge was that these CNOs were not fully confident regarding their skills and expertise. Although they have been doing job for so long.

To overcome on this obstacle an interesting activity was done with CNOs where the participants were told to write “a letter to yourself “. For that trainer namely Mr. Khaleek Kohistani took the floor and asked different questions such as:

- Did they ever write anything for their own self?
- Did they ever communicate with own self in isolation?
- Do they talk to their own selves?
- Do they plan of their daily routine?
- Do they have set up their goals?
- Do they have anything productive engagement in their leisure?

Trainer asked CNOs if they ever wrote a letter to anyone among their relatives. They all replied, yes. Then the trainer asked CNOs that with the help of A4 size paper and envelope they all need to write a letter. This activity was named as “Letter to Heroes / Heroines”. CNOs were asked to jot down their planning for forthcoming 10 to 20 years regarding:

- What they would have achieved?
- Which skill they would have acquired?
- In which place they would be with their families?
- What are the courses they would have been done?
- What their attitude will be and how much impact have been created in their own community?
- How much they would be considering and paying heed to their values, integrity and honesty?

As this was not an easy task to think, write and then closed it by an envelope to open it later after 10 to 15 years. Participants took their corners, started writing a letter for their own self. As it was expected that they will have issues and misunderstanding regarding writing a letter but as activity started, participants took interest in it, enjoyed the activity and put down some good insights. They planned their 10 years of life ahead and set out their objectives. This was the first time CNOs have been involved in such activity where they got a chance to reflect on their personalities, setting their goals, and performing in team which is very amazing and quite helpful for RSPN to get these employees involve in further future task.

At the end, the trainer reflected on the activity by describing more about small steps and objectives to achieve big task, consistency, positive attitude and appreciating others which can enhance positivity within individuals. They all were quite concerned with their written letters and demanded to hand over these letters with training certificate and file so that they can keep them for future. Each one of them was found taking keen interest while writing a letter to themselves.

After handing over letter to the volunteers, the participants were shared with another tool designed for enhancement of intra personal skills. A personality tool that helps in grooming individual was introduced namely SWOT (S=Strength, W=Weakness, O=Opportunities, T=Threat) analysis that helped individual to know more about

themselves. Trainer described SWOT analysis that those who have done this analysis can step towards finding their own path and career knowledge in more depth. The participants were told that the purpose of SWOT analysis for businesses have been to give them clear picture of their current statuses but now in the world SWOT analysis has been done on individual levels. He added that SWOT increases the awareness for one to identify one's strength, weaknesses, opportunities and threats. Participants were handed over papers with SWOT analysis cycle mentioned on them. CNOs in starting were having difficulties to write their strengths as they all were mixing strength of individual with the organizational strength. CNOs were guided to fill their paper, analyzing their SWOT by critically thinking on their strength, weaknesses, opportunities and threat. Keeping their capabilities, skill, environment, surrounding, field, job description and family, each one of them highlighted and made lists of their strength, weakness, opportunities and threats. Most of the CNOs were unaware of their SWOT because of their lack of exposure and their confined work roles. CNOs before writing SWOT analysis had to face innumerable poser, as they were not clear with their own strengths.

Having done with strength nobody was ready to think or to write weaknesses. Trainers and volunteers of retreat helped them to write their weaknesses considering their work environment.

The trainer then proceeded to explain the opportunities as CNOs were confused with writing down their opportunities as well. CNOs considered big chances as opportunities but the trainer explained that small achievements or chances can also be opportunities.

Finally, the threats were explained by the trainer. They all were thinking threats as the risk of their lives. But trainer and facilitators explained them that threat mean anything which is stopping a person to achieve goals and confines them to give their best.

This SWOT analysis helped CNOs a lot. Before this activity, most of them were unaware of their strength, weakness, opportunities and threats. Most of CNOs were showing their pleasant mood in result of this activity. Trainer further explained that SWOT analysis is a simple technique that enables people to move from everyday problem to a fresh perspective which normally is overlooked while being busy in daily routine work. Trainer reiterated the purpose of SWOT in individual and organizational context and how it helps to identify issues that can be avoided to go into failure.

Trainer further told CNOs that each one from the CNOs staff should rethink of their attitude, perception, abilities and work on their mindset to bring positive energy to explore the world better to make their existence in this world. Each one of them were very confused and were hesitant to discuss their weaknesses.

To overcome this challenge, the trainer guided CNOs that the intention of identifying one's weakness is not to demotivate themselves but to realize that weaknesses are part of one's life and one should work towards eliminating the weaknesses by turning them into strengths. He added that one of the strategies could be to share it with mentors who can help you guide and overcome the weaknesses.

With the help of SWOT analysis, the trainer assessed that CNOs were lacking personal and professional etiquettes. To address this issue, the CNOs were introduced to

another trainer namely Mr. Tabish Mughal an expert and professional theater artist who designed 7 different scenarios related to CNOs field situations. These 62 CNOs were grouped as per their ribbon colors and were asked to pick out a chit one-by-one and perform the role-play accordingly. They all were given 15 minutes to prepare their role play. CNOs moved outside of training rooms to perform their role plays. Each group had 10 members. Every team fully participated. Some of the team members included original issue from their field experiences in the role plays.

After team performance trainer explained and debriefed and helped CNOs clarifying their concept regarding personal grooming. At the end of the session, the trainer reinforced the importance of personal grooming in the professional development.

CNOs were asked to wear culture dresses for the culture night celebration arranged by the trainers.

#### **Tug of War (Team Coordination, Stress management and Personal Responsibility):**

At 08:00 p.m., after fun-based learning activities, CNOs were called on again in training hall for outdoor activities and to enjoy their dinner. On coming back to training hall, all CNOs were in dressed up on their cultural dressed to celebrate culture night. When they all came back, they were asked to move to the other section of the training room where team of trainers had arranged Tug of War for them. 2 among the 62 participants were made referee who were to observe the game. Participants were divided in teams- 15 members in each team, and were asked to play Tug of War. Team of trainers were expecting that female CNOs might have avoid this Tug of War, but were quite amazed to see all of them taken actively participated in the activity. The Tug of War activity proved another milestone to achieve strong coordination among team, struggled and putting efforts together to achieve a goal.

The trainer Mr. Khaleek Kohistani then explained the purpose behind arranging Tug of War.

#### **Hula Hope (Reflection on Team Coordination and Team work):**

After Tug of War activity, the CNOs were asked to move towards another side of room to play another meaningful activity namely Hula Hoop. The purpose of this activity was to drive personal responsibility and reflection on team coordination among team members. For this activity, the trainer divided 62 participants into 2 and asked them to make a large circle and hold each other hands. Both male and females participated actively in this training without hesitant of each other's gender. This activity created lots of smiles and fun in the hall. Before conducting this activity, the participants were lacked taking responsibilities and had weak communication within each other. This activity helped them to create a learning environment, healthy sharing and caring wave, thinking for others and achieving the task by guiding each other.

#### **Dinner for Life (Shahi Dinner/ Disability Dinner):**

It was 09:15 p.m. and most of the participants were feeling hungry, and requested a Shahi Dinner. Before taking them to the dinner, the trainer asked them to recall and count their blessing. The trainer also asked the participants a thought-provoking question. He asked how the life would be if anyone of them were disabled? This is how the trainer rethink them their blessings. Trainer further described the activity Dinner for

Life by giving example of those who have been disabled but achieved many milestones.

Dinner for Life activity was explained by the trainer and for that the participants were divided equally into 3 teams along with 5 observers and volunteers who would help the participants to get their meal/dinner. All 3 teams were headed by the three trainers separately. One of the team was blind folded, and the other was asked to pretend as disabled of their hands. Third team was instructed to pretend as disabled of their legs. All of three team were having difficulties in moving from training hall to dinner area but in 3 of these team blind folded team were having much hurdles to move on as they need to shift from training room to dinner area. Each team was instructed and directed to help each other that those who are blind were allowed to ask help from the other team of handicaps and similarly the disabled from legs were asked to take help from the blind ones. This turned as emotional and moving exercise for the participants. All three teams helped each other wherever possible.

This activity helped participants to realize the importance of sharing and caring and enhanced the empathy for each other. The activity made participants deeply reflect on themselves.

### **Culture Night Celebration:**

Most participants were called on to volunteer to celebrate culture night. The participants were from Sindhi, Punjabi, Baloch, Pashtun culture. Trainer kicked on culture night by asking the commonalities in culture and something that they feel should be least preferable in culture. The participants shared real stories from their lives and discussed their common cultural norms.

Some of the participants were good in singing and they sung cultural songs which were much enjoyed by the participants. While some of them were good in poetry so they recollected their own written poetry and received the appreciation. Those who were good at dancing danced on Sindhi.

That culture night drove out all the frustration, depression, work load and tiredness of whole day from CNOs. Each one of them were looking satisfied and fresh. In the end participants were asked to be punctual in the morning and requested to enter into training hall at sharp 8:30 a.m.

## DAY THREE

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### **Effective Communication:**

Each one of the CNOs shared different stories of their field experiences. The common factor in all of the CNOs was that they lacked effective communication skills. These CNOs shared that they never got a chance to work on their communication skills due to their busy work schedules.

Mindful of the struggles of the CNOs, the trainer Mr. Iffikhar Ali shared another important module namely Effective Communication to enhance their capacity. This session was started by brainstorming. CNOs were asked about the Communication and its types. Most of the participant were aware of the types of communication. The participants were given papers and were asked to follow the directions given to them by one of the participants who was sitting behind the project screening explaining a picture. The purpose of this activity was to clarify for the participants that only words but the body language was also important.

At the end of the activity, 3 walls were assigned to paste the drawings they had made. Participants were advised to stand with the pasted drawings as per their level of listening resulting in drawing accurate pictures. At the end 2 of the CNOs were standing with nearly 100% accurate drawing they thought they successfully made while majority of CNOs were standing with 50% accuracy and few of CNOs were standing near to 25% accuracy of their drawing. In debriefed session, the trainer asked the communicator and participants to share the challenges they faced during this activity. The participants mentioned listening to voice and then drawing was the hard task. The communicator shared that he had to give instruction only once and in daily life usually the sentences are repeated unless the audience understand it and act but here in this activity all was opposite.

With this activity in debriefed trainer described the essential elements of communication. Trainer further stated that communication cannot be possibly done unless there are some verbal, aural, non-verbal, written and visual elements into it.

Later trainer discussed the whole process of communication, trainers told to participants that in communication, the one who speak gives a message is sender, the one who received message is recipient and during sending and receiving the message there must not be noise to disrupt the communication. The message which is being sent to recipient is sent through a proper channel and medium which is later decoded to understand better about the context of message. These steps were also unfamiliar to CNOs.

### **7CS of Communication:**

Most of the CNOs had done their graduation but were unaware of the 7Cs of communication. Most participants also used lengthy messages in their communication. They all were unaware of the official way of communication. Furthermore, they were unaware of writing concise and to-the-point official emails. The trainer mentioning 7Cs on chart papers and placed on to the table of CNOs. One by one 7Cs were defined and link was created as per their personal and professional experiences of communication. 7Cs included Clear, Concise, Concrete, Correct,

Coherent, Complete and Courteous were each defined thoroughly with examples. Trainer further told that the 7Cs are only to make sure that one's meeting, emails, conferences, calls, reports and presentation are well designed constructed and made clearly to engage the audience and to give positive message to the audience.

### **Active Listening:**

Having explained 7cs of communication trainer jumped into the different forms of communication to discuss with CNOs in order to improve their communication skill. Effective Communication is incomplete without Active listening, active listening can help you to have better conversation and communication. Most of the people who claims that they always have difficulty to effectively communicate with other is lack of active listening. Active listening skill was introduced to the CNOs by another outstanding activity, which was "Blind Imagination". In which hurdles cones, dustbin was placed at other side of training room. Then trainer divided participants into 6 team, and one by one they all were given 3 minutes each team to pass all the hurdles cone and other obstacles and then reach to another side of room. Some of them stood aside of Hurdles, one of them was blind folded and other members were instructed to guide blind folded team member to safely reach from one point to another point in room without touching to hurdles cones, dustbin and other obstacles placed by volunteer. This activity where the real practice of active listening as other team was also instructed to disturb the playing team by making noise. 3 of the team successfully passed it and the rest of team's blind folded member hit with hurdles cone and dustbin. This activity help participants to origin their focused, turning their focused towards the one who is speaking, avoiding noise and to have clear message to understand better. Participants enjoyed this activity and learnt a lot such activities that are linked, had objective and reason to make the part of retreat have never been played by these participants as since their joining into field were involve only to conduct their field work. In last trainer detailed the active listening by illustrating key skill of active listening mentioned in books and also refer book to them to have glance for better understanding of active listening and its importance in communication to make ordinal communication into effective communication.

### **Verbal Communication:**

The trainer reiterated that communication is an essential part of getting success, making connections, building up character, resolving communication-related challenges, transforming hard times into easy time and many more that can help human to grow. The trainer shared another concept of verbal communication and helped them understand of use of sounds, tone and words to express themselves before audience. All three previous activities were linked with one another. The trainer also asked participants about their perceptions of verbal communication. Most of the participants were unknown to the word and their understanding was limited. They lacked knowledge regarding verbal, non-verbal and facial expression, gesture posture and eye contact. The trainer emphasized on the importance of tone, pitches on high note/low note with different scenario. At the end of the session, the trainer shared a Chinese proverb and linked it with verbal communication which is "*the man who can think and does not know how to express what he thinks, is at the same level as the person who cannot think*". The participant's concepts were cleared on the topic.

### **Non-Verbal Communication:**

Having cleared verbal communication, trainer moved to another interesting essential element of communication that is non-verbal. Trainer briefed that non-verbal communication is the most important part of communication. It was linked with the wheel of communication that non-verbal communication has the most part in communication rather than verbal communication. The trainer then asked about the essential elements of non-verbal communication. Most of them were aware of non-verbal communication. Then the wheel of communication in non-verbal communication was introduced. Having received unexpected reflection from trainee's side trainer further explained that non-verbal communication includes facial expression, standing or sitting style, movement during talk, gesture with arms and hands while talking, eye contact, breathing rate, and dressing etc. He added that these factors make non-verbal communication strong.

Participant were divided into teams. Each participant from the team was selected the by trainer and provided chits with one of the elements of non-verbal element written on it and were asked the trainees to perform role-plays. The trainees played their role plays and the trainer further explained the real-life based examples that were quite relevant to their field, personal live hacks.

In last trainer explained that over half of the message that we send is non-verbal, furthermore the trainer explained that during communication, listeners receive more than half of what a person is communicating through the sub-conscious message they are sending with body language. He added that body language includes everything they are doing with their body except speaking so listeners see body first, then appearance, dressing, and expressions. Trainer emphasized on non-verbal communication which needs to be implemented practically in life to have transform the communication into effective communication.

### **Make Your Mummy Beautiful:**

It has been observed that CNOs are misusing the resources specially food, training materials, tissues, stationary. They all were having challenge of resource management, also they were unaware of managing resources in their field and in their personal lives. Almost all of these trainees were lacking knowledge of managing resources. To address this challenge, CNOs were divided into 7 teams as per their ribbon colors and were given few items including tape, newspaper, and tape and instructed to select a person, by utilizing the resources they all need to make a Mummy (Egyptian Dead Body). They all were allowed to use anything which is recyclable-whether inside or outside the training room. Trainees gathered branches, leaves, used clothes and collected used material of 2-day training and wrapped it around a person who was selected to be Mummified. With the help of limited resources provided each team tried best to make their team member (Mummy) different and beautiful. This was the challenging task as it had to be done within the provided few items. Having finished this activity, trainer debriefed that if utilization of resources is smartly done by people, it can save money, energy and bring out creativity within. All of CNOs were unaware with using limited resources, but after this session, they realized that how much material they have destroyed in the 2-day of retreat in dream world as well as in their jobs.

## **Stress Management and work life balance**

One of the interactive and engaging part of the retreat was to manage and understand stress. During focus group discussion, pre planning the workshop, the trainees shared the need of stress management and challenges related to it in form of work load and management of it. The facilitator designed and facilitated the session with the simulation methodology to discuss and understand the root causes of their stress. Ms. Annie Alwani a certified mental health first-aider and psychologist facilitated the session in an interactive manner to discuss and practice the concept of emotional intelligence including empathy, sympathy and compassion to understand the importance of mental health and managing its challenges.

### **Success:**

1. The planned content for retreat meeting was easy to learn, understand and was much relevant for the trainees to implement in their personal lives.
2. Pictorial content was also helpful and enabled participants to understand the message and its meaning.
3. Slides of presentation were very relevant which helped in clarifying the meaning of training and purpose of retreat training.
4. The extensive planning by the team for the retreat training was executed on time and the objective was fully achieved.
5. Dinner for Life activity (Realization for Humanity) was executed successfully. The results were unexceptional and the participants got emotional which showed that the messages' regarding compassion was well understood.
6. Team management, planning and interaction among team was commendable. Each team supported each other, and making preparation for back-to-back activities happening in training room and outside of training room.
7. Trainer team from ECI engaged Alumni of Azme Naujawan as paid volunteer for 2 days of training.
8. Despite of old aged, CNOs were very enthusiastic and took active participation in outdoor and indoor activities.
9. Availability of resources and training materials made training creative and innovative and brought meaningful change in CNOs capacities.

### **Challenges:**

1. Shortage of time as activities were planned for 2 full days, but the day-one, the participants were allowed to leave for their cities thus activities were left incomplete.
2. Participants were wary of their daily routine work therefore, some of the activities regarding communication skills and managing stress were bit challenging for them to grasp.

### **Beneficiary Quotes:**

- Within 13 years of my career, this is the first time that I have set my goals, aims and objectives, visualize my dream, and goals. I realized that I have lots of weaknesses on which I need to work to eradicate for the betterment of my personality. I have never experienced such training that has been planned for us in retreat. I strongly believe that whatever I have learnt from this retreat will be helpful for me to practically implement in the field. this training helped me more to have grip on my communication, grip of field, to achieve my target

by prioritizing the work based on urgent and critical based. This training also helped me to understand that I was not suffering with stress neither I was the victim of over load from organization, it was only a prioritization and paying heed towards useless thing which has nothing to do with my goal and organization goal. Integrity and honesty were missing from my personality but after this training I firmly believe that I will be living my personal and professional life with honesty, keeping my values in mind. Thank you RSPN and team of ECI for such a wonderful exposure in my life. I have attended many training in my professional life but the way ECI trainers have done in 2-day with their new methodologies of learning and training impacted deeply and now I am fully confident that I will achieve my all the targets before the time. We are in need of such trainings in future as well. **(Mr. Muhammad Saleem Tunia from NRSP Matiari).**

- This Retreat will never be forgotten. I thought that this training be boring but having attended the 2-day of training, my thoughts have changed. I enjoyed a lot as trainer delivered their content by engaging activities including running, jumping. All of this was quite new for us as we did never attend such training in our whole life. Thank you ECI for giving us new way of living to live our lives. **(Muneer Ahmed, CNO).**
- This is the first time that I have seen such interactive training, even tea, lunch and dinner was meaningful and had objective. I have a desire that such training should be mandatory right after 6 months to improve our skill and to retain our skills to perform better in our field and life. I appreciated the way trainer team engaged us and I extend a special thanks to Mr. Zaheer Dayo who have arranged these trainer team for us. **(Arsalan, Kambar Shadad Kot from SRSO)**
- For no reason I have been suffering with mental stress because of having lots of burden. I am impressed to see such training which was only to drive out positivity. Given chance and moment to think for our own self, analysis of ourselves using SWOT tool, time to think and to write dream and goal of my life, all of this was for the very first time that I had done this. Now I realize that in order to deal with organizational burden, I need to schedule and plan as well as organize my tasks and plans. Now I also know the importance of good communication. I thank the trainers' team to make me realized that I have skill to manage my things, routine and pressure. **(Miss Sardar Khatoon, CNO)**
- Talking to oneself in the Mirror and letter to our own self were the activities that brought changed in my life. I never took a moment for myself. I had always focused on connecting on social media but could not be successfully to find time for myself. This retreat helped me to understand the things better. Now I know what expression I should keep while talking and what initiatives should I start doing to achieve my goals of life. As life without goal is useless. Thank you RSPN for arranging such training and I do request that we need more training like this in future as well. **(MR Shabroz, CNO from Shikarpur)**
- Training on team building, communication skill and motivation skill was amazing. I never thought that one can learn from theater (Role Play), but learning communication skill by role paly was an amazing part of this retreat. Except it there were lots of learning I have collected from this retreat however after this retreat training I will be implementing all the learning techniques and learnt behaviors into my field. **(Miss Shakeela Memon, CNO)**
- Have done lots of training in my field life, done lots of job with multiple organizations, conducted many surveys and were the part of many NGOs, but

this retreat which have been conducted by team of ECI was immensely different. It brought out hidden qualities and gave us time to reflect on my own life. Provided time to think for my own goal. I lacked these but now I am confident that I have learnt new things and will be facilitating my organization with my newly skill. **(Miss Norjahan Baloch, CNO)**

- Working in a team, making strong coordination and respecting team members were somehow missing among CNOs. I never thought that team building will be learnt through an activity. Today with the help of this retreat team building training I have learnt that working in a team is quite easy as one must need to think for the purpose of building a team rather than keeping his/her own interests in. I believe working in a team can multiply the result, bring innovation in work and have friendly and good environment at workplace. **(MR Noor Ullah Meerani, CNO)**
- Training methodologies, content, activity material and environment of training is amazing. Even though the background music while we were performing our activities had meaning. 100/100 for the trainer team. I from the core of my heart want to pay thanks to RSPN for arranging such training and bringing onboard ECI team who are here to facilitate us like brothers. I would request RSPN administration to arrange such fun based learning activities again and again. **(MR Deedar Hussain, CNO from Kambar Shadad Kot)**
- Giving 100% in your work need vision, mentoring, motivation and a good capacity building training. This retreat training was full with vision, aim, objective, learning, mentoring and focused on capacity-building training. This training has enhanced and polished my skill to work in a field. **(MR Barkat Ali Wughan, CNO from Kambar Shadad Kot)**
- Learn, Learn and then go ahead is what I have learnt from this 3-day of retreat. Taking pressure of work can affect your performance, despite of taking work pressure one should be relaxed and must focus on alternate resolutions. Live the life as it's the only chance. By taking stress actually in reality we damage our mental health. Whatever I have learn from 2-day of retreat by ECI, will try to implement in our field and personal life and will improve the result. **(Miss Amna Samoon, CNO from Tando Alehyar)**
- Living in a fast world, we forget finding time for ourselves. But this retreat has mentally relaxed us, helped us to grow more, and helped us to think for strength, weaknesses, opportunities and threat all around me which helped to reshape my life again. Thank you RSPN. **(Miss Samreen, CNO)**
- With lots of field work and work load field team become tired and could not perform better, they should be involved in such type of training where they could learn by different games, role plays and other meaning full experiential base methodologies. Not only me but the whole participants have enjoyed and learnt lots of tools to manage our day work efficiently. I would really appreciate the way trainers have helped us during activity, training for better understanding of module and real essence of training. **(Muhammad Ali, CNO)**
- I have no words to explain that how good was the training impact on me. It increased my mental health. Thank your RSPN. **(MR Uzma Siyal, CNO)**
- This retreat made me think for the life which I am living right now. Dinner for life helped me to better understand the meaning of life. Having blind fold on eyes and sitting with someone whose one hand is tied, and sharing their dinner, giving each other food and drinking water was an amazing activity. **(MR Shabbir Khoso, CNO from TRDP Dadu)**

- There are many things which I have learnt during 3-day of retreat. Some of them which really helped me are: stress management, team building, effective communication, verbal and non-verbal communication along with many indoor and outdoor activities. **(MR Sarang, CNO, from Kambar Shahdadkot)**
- Tug of War, Pyramid Building, Blind Imagination, Dinner for Life, Hula Hope activities were new for me. I never thought to link these activities with team building and motivation skill. These activities helped me in growing my personal skill. **(MR AmeerAli Mazhani, CNO TRDP from Jamshoro)**
- Mirror activity helped me to meet my-self and other activities of retreat were also very fruitful for our mental health and also helped in building our capacity for next level and in field. **(Miss Kainat Panhwar, CNO)**
- Thank you, Zaheer Sahib, for giving us this opportunity in which we have polished our talking style, communication, behavior, team building and stress management. **(Miss Noor Nizamani, CNO)**
- Whatever we have learnt through theory, books and on the internet, in this retreat we have practically implemented it through outdoor activities. Especially mirror activity helped me to realize what have been achieved in my life. **(Miss Sabra Baloch, CNO NRSP from Thatta)**
- Thank you for the wonderful weekend, wonderful activities by wonderful people around. It is such a blessing and I am blessed to be here learning from ECI trainer. **(Miss Soumaila Jamal, CNO)**

## Annex B: RSPs Staff Retreat

**Schedule:** 7<sup>th</sup> to 9<sup>th</sup> November, 2021

**Objectives:** Re-energize the Staff via fun learning and capacity building on SBCC Toolkit

Day One: Sunday - 7 <sup>th</sup> November, 2021			
Time	Activity	Methodology	Facilitator
09:30 - 09:45	Participants' Registration & Recitation	Registration	Admin
09:45 - 10:00	Welcome note & Objective of the retreat	Interactive	PD
10:00 - 10:45	<b>Engagement of Community Institutions in PINS Interventions</b> <ul style="list-style-type: none"> <li>- Highlighting Issues &amp; Challenges</li> <li>- Community awareness activities</li> </ul>	Interactive / Brainstorming	Bashir sb
10:45 - 11:30	<b>Social Behavior Change Communication (SBCC)</b> <ul style="list-style-type: none"> <li>- Concept &amp; Significance</li> <li>- Use of QATs</li> </ul>	Interactive / Brainstorming/ Presentation	Bashir sb
11:30 - 12:00	<b>Tea Break</b>		
12:00 - 02:30	<b>SBCC Toolkit Sessions: Significance &amp; Usage</b> <ul style="list-style-type: none"> <li>- <b>Session 1:</b> Identification of malnutrition, causes and solutions,</li> <li>- <b>Session 2:</b> Health &amp; Hygiene situation, spread of diseases and corrective measures,</li> <li>- <b>Session 3:</b> Identification of Safe drinking water sources, protection and maintenance,</li> <li>- <b>Session 4:</b> Minimum Dietary Diversity for Women (MDDW),</li> <li>- <b>Session 5:</b> Infant and Young Child Feeding Practices, Importance and Healthcare,</li> <li>- <b>Session 6:</b> Monthly Household Budget and % Expenditure on Food</li> </ul>	Discussion / Demonstration/ Presentation / group work	Bashir sb
02:30 - 03:00	<b>Lunch Break</b>		
03:00 - 04:00	<b>Monthly Meetings of Programme Affiliates,</b> <ul style="list-style-type: none"> <li>- Understanding agenda and LSO engagement,</li> <li>- Getting progress (MPR) against achievements,</li> <li>- Recording Minutes of Meeting,</li> <li>- Capacity Building</li> </ul>	Presentation / Role Play	CBO
04:00 - 04:20	<b>Evening Tea and Day Close out</b>	<b>Interactive</b>	<b>PMU/CBO</b>

### Outdoor Activity for DAY: 01

05:00 - 05:30	<b>Hula Hoop (Ring Circle)</b> To reflect Team coordination and Personal responsibility	Experiential Learning	Trainer
08:00 - 10:00	<b>Dinner With Life</b> To explore Self-realization, Self-Actualization, Values, Norms, Honesty, Acceptance, Importance of Life, Integrity, Gratitude	Empathizing / compassion / Open Forum / Discussion / Audial Learning	Shared

### Day Two: Monday - 8<sup>th</sup> November, 2021

Time	Activity	Methodology	Facilitator
09:20 - 09:35	<b>Meet and Greet</b> Music Zomba (Music for Social Change (Stand up for the Champion and Sindhi Songs)	Audial / Interactive	Trainer
09:35 - 10:00	<b>Introduction OF Participants</b> (Balloons will be share to write their name, gathered balloons at corner of Room to search their own name)	Experiential Learning	Trainer
10:00 - 10:20	<b>Exercise of Mapping</b> (Success, Challenges and Expectations) for Program (By Chits and Card Paper)	Visual Learning / Presentation / Open forum	Trainer
<b>10:20 - 10:40</b>	<b>Tea Break</b>		
10:40 - 01:15	<b>Team Building</b> <ul style="list-style-type: none"> <li>- Team Coordination: <i>Activity- Pyramid Building</i></li> <li>- Work priority: <i>Activity - Treasure Hunt</i></li> <li>- Dealing with team effectively: <i>Activity - Save Your Egg</i></li> </ul>	Presentation / Discussion / Experiential Learning / Reflection	Trainer
<b>01:15 - 02:00</b>	<b>Lunch Break</b>		
02:00 - 04:30	<b>Motivational Skills</b> <ul style="list-style-type: none"> <li>- Concept and Importance</li> <li>- Confidence Building <i>Activity: Talk to yourself by Mirror</i></li> <li>- Self-motivation: <i>Activity - Dream, Goal Exercise</i></li> <li>- Self-confidence Reflection: <i>Letter to Heroes /She Roes</i></li> <li>- SWOT Analysis Wheel of SWOT analysis</li> <li>- Personal and Professional grooming</li> <li>- Theater: <i>Role Play</i></li> </ul>	Brain Storming / Presentation/ Experiential Learning / Visual arts / Role Play / Open forum / Interactive / Audience Engagement	Trainer
<b>04:30 - 05:00</b>	<b>Tea Break</b>		Admin

### Outdoor Activity for Day Two

06:00 - 07:00	<b>Fill Your Team Basket:</b> <i>Participants will be divided into team and each team has to fill their bucket with water by the disposable glass keeping on their head)</i>	Activity based	Trainer
07:00 - 8:00	<b>Make Your Mummy Beautiful</b> (with the help of Tissue, garbage, paper, recycle items, one of the participants will be made mummy (Dead human)	Activity based	Trainer

Day Three: Tuesday - 9 <sup>th</sup> November, 2021			
Time	Activity	Methodology	Facilitator
09:00 - 09:15	<b>Meet and Greet:</b> Activity - Catch the Tennis Ball	Activity and Sports	Trainer
09:15 - 09:20	Outline for the day 2 retreat	Brain storming / Presentation	Trainer
09:20 - 11:00	<p><b>Effective Communication</b></p> <ol style="list-style-type: none"> <li><b>Concept of Communication:</b> Activity - Art Activity</li> <li><b>Active listening:</b> Activity - Blind Imagination</li> <li><b>Verbal and Non-Verbal Communication:</b> Activity -Blind Football NVC and Doing by action for VC</li> </ol> <p style="text-align: center;"><b>(Tea Break for 15 Minutes)</b></p> <ol style="list-style-type: none"> <li><b>Non-verbal Communication:</b> Role Play - Body Language, Gesture, Expression, Blushing, Appearance</li> <li>Written Communication <ul style="list-style-type: none"> <li>o Email</li> <li>o Report</li> <li>o Case Study</li> </ul> </li> </ol>	Visual arts / Sports / Role Play / Group Work / Team Building / Presentation / Lecture Based / Brain Storming	Trainer
11:00 - 11:15	<b>Tea Break</b>		Admin
12:00 - 01:30	<p><b>Team Building:</b></p> <p><i>Connectivity Virtually with Team Building (Group work)</i></p> <ul style="list-style-type: none"> <li>- Notion Mobile Android App:</li> </ul> <p><i>How to Divide work, how to update each other about work</i></p> <ul style="list-style-type: none"> <li>- Google Docs</li> <li>- Zoom App</li> <li>- Effective Way to Use Virtual Platform like LinkedIn,</li> </ul>	Experiential Learning / Group work / Reflection	Trainer
01:30 - 02:00	<b>Lunch Time</b>		
02:00 - 3:00	<b>Team Building:</b> Activity - Tug of War	Activity and Reflection based	Trainer
03:00 - 04:00	<p><b>Stress Management:</b></p> <ul style="list-style-type: none"> <li>- <b>Legos</b> (<i>Building Blocks in group, 1 will be Blinded fold, 2 will be observer and rest team will guide to make Legos presented on screen</i>)</li> <li>- <b>Burst Your Puzzle:</b> Activity - participants will ask to write down their stress to put into balloons then waved into air and later burst it</li> <li>- <b>Hu, Sey Hey Jaha:</b> (<i>Mental Health Exercise: Paper Crinkle, in which participants will be given A4 pages to press it then folded paper which has Crinkle will be color by the participants</i>)</li> </ul>	Brain Storming / Mental Health Presentation/ Experiential Learning / Visual arts / Role Play / Open forum / Interactive / Audience Engagement	Trainer

## Annex C: Attendance Sheet



EUROPEAN UNION



# PROGRAMME FOR IMPROVED NUTRITION IN SINDH (PINS)

In Support of the Accelerated Action Plan, Government of Sindh

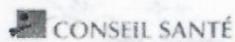
Attendance Sheet: Three Days CNOs Retreat to re-energize the Staff via fun learning and capacity building on SBCC Toolkit

**Date:** 7<sup>th</sup> to 9<sup>th</sup> November, 2021

**Location / Venue:** Dream World Resort, Karachi

**Note:** Please fill in the details completely / neatly into registration sheet.

Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
1	Shahana Ali	M&E Officer	RSPN	0333-2884362			
2	Bashir Anjum	Manager SPW	RSPN	0333-400384			
3	Dr. Abdul Rehman Manager	ATLO	RSPN	0300-2694987			
4	M. Saleem Tunio	CNO	NRSP	0302-7775826			
5	Deedar Hussain	CNO	NRSP	0300-3228357			
6	Mahab Ali	CNO	NRSP	03033994663			





EUROPEAN UNION



Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
7	Mami Ahmad	CNO	NRSP	0303-7775822			
8	Murat	CNO	PINSER3 Dadu	-			
9	Shaista	CNO	PINSER3 Dadu	-			
10	Rukhsana	CNO	TRDP / PINSER3 Dadu	-			
11	Akeel Ahmed	CNO	SRSO PINS Larkana	0333-9911253			
12	Yasir Ali	CNO	SRSO PINS Larkana	0302-2727211			
13	Ali Muhammad	CNO	SRSO PINS Larkana	0334-3195404			
14	Rehana Hyder	CNO	SRSO PINS Larkana	0348-3177282			
15	Fozia Solangi	CNO	SRSO PINSER3 Larkana	03052904872			





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Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
16	Ambreen	CNO	SRSO	0333-1261198	<i>Ambreen</i>	<i>Ambreen</i>	<i>Ambreen</i>
17	Samreen Sardar Samreen	C.N.O	SRSO		<i>Samreen</i>	<i>Samreen</i>	<i>Samreen</i>
18	Rozina Bano	CNO	SRSO	0335-7488280	<i>Rozina</i>	<i>Rozina</i>	<i>Rozina</i>
19	SARANG	Community Nutan Office	SRSO KSLC	03003416332	<i>Sarang</i>	<i>Sarang</i>	<i>Sarang</i>
20	Bilqees Noonani	Community Nutan Office	SRSG KSLC	03063150972	<i>Bilqees</i>	<i>Bilqees</i>	<i>Bilqees</i>
21	Barkat Ali Wagari	CNO	SRSO KSLC	03005077463	<i>Barkat</i>	<i>Barkat</i>	<i>Barkat</i>
22	Uzma Syed	CNO	TRDP Jamshoro	03313690269	<i>Uzma</i>	<i>Uzma</i>	<i>Uzma</i>
23	Saima	CNO	TRDP Puns Behwan Jans		<i>Saima</i>	<i>Saima</i>	<i>Saima</i>
24	Noorudeen Share	CNO	TRDP Jamshoro	03352501262	<i>Noorudeen</i>	<i>Noorudeen</i>	<i>Noorudeen</i>

CONSEIL SANTÉ





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Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
25	Sanam	CNO	TRDP Jamshoro	03352516631			
26	Rehana Solangi	CNO	Matiar NRSP	0334884442			
27	Sabila Khaskheh	CNO	NRSP Matiari	0301-3531452			
28	Shahnisa Noor	C-ALO	NRSP Malahi	0303 7773678			
29	Ammara Samoon	CNO	NRSP Tando Allahyar	03363656991			
30	Shahnaz Pasveen	CNO	NRSP Tando Allahyar	03013524616			
31	Mehreen Panhwar	CNO	NRSP Thatta	03123699911			
32	Ali Hassan	CNO	NRSP Thatta	0303-7775910			
33	Noor Ahmed	CNO	NRSP Thatta	63637773910			





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Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
34	Sabra Barelak	CNO	NRSP Thatta	03037775835			
35	Kainat Panwar	CNO	NRSP Thatta	03037773946			
36	Abdul Rahim	CNO	NRSP	03037775913			
37	Smaira Jallo	CNO	TRDP	03003275459			
38	Shaheena Sijal	CNO	TRDP	03451352365			
39	Shahabano	CNO	TRDP	03480808169			
40	M. Yasmin	CNO	TRDP	03411226350			
41	Yasmin Leghari	WASH Specialist	RSPN	0333-6485709			
42	Rao Ayub Khan	Sr. Tech. Man. Agri	AEE	0333-2974284			

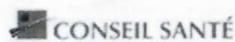




Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
43	Habib Usmani	Sr. AFSO	RSPN	0333-5075274			
44	Rabab Jafar	Comm off	RSPN	0332 2126368			
45	Deedar Ali	CNO	TRDP-Dadu	03453255687			
46	M. Hussain	CNO	TRDP Dadu	03413560650			
47	Ameer Ali Mazmani	CNO	TRDP Jamshoro	0308823616			
48	Ghulam Shahis	Community Nutrition officer	TRDP Dadu	03133093567			
49	Shoukat Hussain Bhatti	community Nutrition officer	TRDP-DADU-	0313-7880687			
50	Azlan Mugheri	CNO	SRSO-KSK	0331-3435518			
51	Noorullah	CNO	SRSO-KSK	0330-2895294			



Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
52	Sadia Junejo	CNO	SRSO PINSER-3	03053911997			
53	Fozia Junejo*	CNO	SRSO PINSER-03	03337554701			
54	Shumail Kandhoo	C.N.O	SRSO PINSER-3	0307-9881118			
55	Sabina Begum	C.N.O	SRSO PINSER-3	03332381786			
56	Sardar Khatoon	CNO	SRSO PINSER3	0365-2269037			
57	SHABROZ	CNO	SRSO Shikarpur	0331-5279820			
58	Noorjahan	CNO	SRSO Shikarpur	0332-3944992			
59	SHAKEEA MEMON	CNO	Shikarpur	0335-6926125			
60	Taher Ahmed	CBO	RSPN/KHJ	0336-0121849			





Sr#	Name of Participant	Designation	Organization / RSP	Contact#	Signature		
					Day One	Day Two	Day Three
61	Kanwal Baloch	CNO	NRSP TMK	03037775829			
62	Khalida	CNO	NRSP TMK	03037775827			
63	Rukhsana Samra	CMO	NRSP Sujawal	0303-7772137			
64	Naseem	CMO	NRSP Sujawal	03037774202			
65	Inayat Ali	CMO	NRSP Sujawal	03037775823			
66	Abul Shajid	Adminlog assistant	RSPN	0322-2272121			
67	Sajid Khan	Driver	R.S.P.N	03022168394			
68	Muhammad Waqar	Driver	R.S.P.N	0313-3644415			
69	Chayyadullin	Driver	R.S.P.N	03033798439			



Government of Sindh (GoS) through the Planning and Development Department (PDD) is implementing a six-year multi-sectoral Sindh Accelerated Action Plan for Reduction of Stunting and Malnutrition (AAP), with the objective of reducing stunting rate from the existing 48 percent to 40 percent by 2021. The European Union (EU), under the EU Commission Action Plan on Nutrition 2014, is supporting GoS in addressing the issue of malnutrition. Therefore, EU Brussels Office has approved the Programme for Improved Nutrition in Sindh (PINS) to be implemented in ten districts of Sindh which include Shikarpur, Thatta, Kambar Shahdadkot, Larkana, Dadu, Jamshoro, Matiari, Sujawal, Tando Allahyar and Tando Muhammad Khan.

RSPN is leading the PINS Expected Results (ER) 3 component with four partners: Action Against Hunger, National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO) and Thardeep Rural Development Programme (TRDP). This component includes nutrition sensitive interventions i.e. Water Sanitation and Hygiene (WASH) and Agriculture & Food Security (AFS).



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## Programme for Improved Nutrition in Sindh

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