BARGAD

TRAINING MANUAL
EMERGING LEADERS ACADEMY (ELA) PROGRAM PAKISTAN

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Introduction

Programme Overview:

Bargad is currently engaged in a project aimed at supporting the Emerging Leadership Academy (ELA) Program to promote inclusive democratic processes and governance in Pakistan. This has three key objectives: (1) the development of a curriculum for emerging leaders in Pakistan; (2) the selection and training of 100 prospective emerging leaders from eight districts of all four Pakistani provinces; and (3) the facilitation of networking opportunities among these emerging leaders, fostering information exchange, program learning, and communication. Firstly, the project would maximize the understanding, knowledge, behavioral, and attitudinal change, as well as the skills and capacity of emerging leaders to practice effective youth leadership. Through tailored training and mentorship programs, it aspires to empower these leaders to become catalysts for positive change within their communities. Secondly, the project would see the strengthening of the capacity of 100 emerging leaders across a spectrum of critical themes, skills, and hands-on planning. These themes encompass youth leadership, media literacy, youth engagement in decision-making, democracy and governance, social cohesion and peacebuilding, gender equality, and climate change. As a result, these emerging leaders will be well-equipped to address complex societal challenges. Thirdly, the collective preparedness of emerging leaders to spread the project's vital message of inclusive democratic processes and governance. These leaders will be empowered to engage with policymakers, civil society organizations, and media circles, effectively advocating for the project's core objectives. Their unified voice and commitment will drive awareness and action in the realms of youth empowerment, social cohesion, and gender equality. The project aspires to create a dynamic and influential network of emerging leaders who will shape a more equitable and prosperous future for their communities and beyond. We are eager to embark on this journey and look forward to the positive impact that these emerging leaders will undoubtedly bring to our communities.

Rationale:

The training manual on Leadership has been carefully crafted to equip emerging leaders with essential skills, knowledge, and perspectives needed to navigate the complex challenges of our rapidly evolving world. This comprehensive manual comprises various modules, each addressing specific aspects of leadership, ranging from communication and presentation skills to climate action and gender equality. The methodologies employed in this manual are grounded in research-based best practices, fostering an engaging, interactive, and holistic learning experience.

Methodologies:

1. **Experiential Learning:**

● The training manual places a strong emphasis on experiential learning through activities, role-plays, and hands-on exercises. Experiential learning promotes active engagement and a deeper understanding of concepts, making the learning experience more meaningful and memorable.

2. **Participatory Approach:**

● The participatory approach encourages active involvement and collaboration among participants. It acknowledges that individuals bring unique perspectives and experiences to the learning process. This approach promotes peer-to-peer learning, fostering a sense of community and shared responsibility.

3. **Critical Thinking and Reflection:**

● Modules of the training manual incorporate critical thinking exercises and opportunities for reflection. These activities encourage participants to analyze complex issues, question assumptions, and develop their problem-solving skills. Reflection allows participants to connect their learning to their own experiences and contexts.

4. **Inclusivity and Diversity:**

● The training manual recognizes the importance of inclusivity and diversity in leadership. It promotes understanding and appreciation of diverse perspectives, experiences, and identities. In doing so, it prepares emerging leaders to engage effectively in a multicultural and interconnected world.

5. **Action-Oriented Learning:**

● Action-oriented learning is a core element of the manual. It empowers participants to take concrete steps toward positive change. By providing practical tools, action planning, and case studies, the manual equips emerging leaders to apply their knowledge and skills in real-world contexts.

6. **Flexibility and Adaptability:**

●   The manual's modular structure offers flexibility and adaptability to suit various training contexts and timeframes. Trainers can customize the content to meet the specific needs and interests of their participants, ensuring relevance and effectiveness.

This training manual seeks to empower emerging leaders by fostering a holistic approach to leadership development. It acknowledges that leadership goes beyond a set of skills; it involves empathy, cultural competence, adaptability, and a commitment to positive change. By employing experiential, participatory, and action-oriented methodologies, the manual equips participants with the tools and mindset necessary to become effective leaders in their communities and on the global stage.

Furthermore, the manual emphasizes the interconnectedness of key global and local issues, such as climate action, gender equality, and peacebuilding. It recognizes that addressing these challenges requires multidisciplinary and collaborative approaches. Therefore, the manual encourages participants to think critically, communicate effectively, and work together to create sustainable solutions.

In conclusion, this training manual represents a dynamic and forward-looking resource for leadership and development. It is designed to inspire, inform, and empower emerging leaders, fostering a new generation of change-makers who are equipped to address the complex and pressing issues of the times.

Objectives:

Holistic Leadership Capability: Develop well-rounded leaders equipped with a diverse set of skills, including critical thinking, communication, and collaboration, ready to address complex global issues effectively.

Global Awareness & Cultural Intelligence: Enhance participants' global perspectives and cultural competence, preparing them to engage, collaborate, and lead in diverse international settings effectively.

Ethical & Empathetic Leadership: Cultivate leaders rooted in empathy and ethics, committed to promoting social responsibility and the common good with integrity and accountability.

Youth Empowerment & Civic Engagement: Empower young leaders to take informed actions, providing them with the tools and platforms to create tangible positive impacts in their communities and beyond.

Adaptability & Continuous Growth: Instill a culture of adaptability and lifelong learning, enabling leaders to navigate change and challenges while continually developing their skills and knowledge.

Sustainable Peace & Social Change: Foster advocacy and leadership skills focused on peacebuilding, social change, and sustainable practices to contribute to a peaceful and environmentally responsible world.

Training Technique

The delivery of this module is based on adult learning principles. A range of training methods, such as lectures, interactive discussions, exercises, and group work, will be used to address the varying learning requirements of training participants. At the completion of each section, group exercises will be conducted to put the knowledge into practice.

Training Preparation:

Prior to starting the session, the trainer(s) must ensure that all materials and/or equipment needed for the session are ready and available at hand. If the session is planned to be co-facilitated, the facilitators should decide before the session, who will facilitate which part of the session and prepare accordingly. Each facilitator should introduce him/herself before the start of the session.

Interactive Sessions:

Interactive sessions are a way for participants and trainers/facilitators to engage with energy and get hands-on experience or pitch in their own innovative ideas, work in teams to solve critical problems and learn new ways of communication. For this training, we will be using an interactive session approach so that we can achieve the desired objectives of the training as a team and enhance communication skills of the attendees. The slides on objectives of the sessions and the key messages of a particular period will be discussed using this methodology.

Group Exercises:

Group activities are valuable teaching/training tool that delivers immense amount of learning and enable the trainees to discover deeper meaning in the content and improve their thinking skills. Participants in group work can discuss their views and experiences to explore ways to resolve problems or issues by applying the skills they have learnt from the training.

Note: Ensure that there is a group leader, reporter and presentation leader for each group before commencement of all group activities. This will ensure the fostering of teamwork and collaborative effort and allow for a steady division of labour amongst all groups. It will also help include all members in the group work process.

Feedback:

It is better to follow the simple rules of feedback whereby the participants are asked how it went, and what emotions they experience. The 4-step feedback includes participant's feedback on what went well and what could be improved. Followed by either the group's positive feedback or trainer's feedback and suggestions for improvement.

Pre and Post Training Assessment:

1. The training assessment will enable trainers' and organizers to measure the difference in knowledge and skills before and after the training. This information will help in reviewing the training materials and training delivery for further improvement in future training.

1. Give participants the Training Assessment Forms before and after the training sessions, and tell participants how much time they have to fill them out.

1. After the allocated time, collect the forms, count them, and put them in an envelope marked 'PRE / POST-TRAINING ASSESSMENT FORMS'. These results should likewise be entered into a spreadsheet to enable comparison before and after the training. This comparison will enable tracking whether and to what extent the training and experience-building has succeeded and what additional areas need more focus.

Training Agenda

Day 1:

Session	Time	Key Objectives	Activities	Activity Type
Session 1: Introduction and Setting the Stage	60 mins	• Welcome Note and Introduction to Bargad • Objectives of the Programme • Norm-setting • Pre-workshop evaluation • Expectations from the Workshop		Group
Session 2: Emerging Leaders and Their Communities through Storytelling	75 mins	• Understand leadership roles and qualities • Sharing perceptions of participants on leadership, and formal • Group discussion on leadership qualities through storytelling	Self-reflection exercises Storytelling and group discussion	Individual/ Group
Session 3: CV Writing and Profile Building	60 mins	• Components of an effective CV • Writing clear and concise CVs • Equip trainees with knowledge of what a profile is and how to evaluate skills	CV writing exercises, group discussion	Individual
Session 3: Democracy & Governance	60 mins	• Explore concepts of democracy and governance • Tiers of Government • Knowledge of the constitution	Group discussion, case studies	Individual/ Group
Break	60 mins		Lunch	
Session 4: Effective Communication	70 mins	Learn core communication components, train youth with regard to presentation	Role-play communication barriers, public speaking exercises, feedback and critique	Group
Session 5: Workshop Reflection and Planning	20 mins	Reflect on learnings, plan for next day		

Day 2:

Session	Time	Key Objectives	Activities	Activity Type
Recap	10 mins	Recap the events of the previous day and the topics that were covered in the sessions		
Session 6: Media Literacy and Advocacy	60 mins	Recognize and report hate-speech and fake news. Understand the building blocks of social media campaigning	Group exercises on determining sources of news, discussion, photo editing activity	Group
Session 7: Social Cohesion & Peacebuilding	70 mins	1. Understand the five building blocks of peace and their relevance to social cohesion. 2. Explore the concept of identity and its impact on community relations. 3. Examine constitutional rights, particularly focusing on religious freedom. 4. Familiarize themselves with the UN Declaration of Human Rights.	Group discussion, group activity on identity and community relations, case studies	Group
Session 8: Designing and Running a Campaign	90 mins	To equip trainees with the relevant knowledge with regards to advocacy, campaign running and networking: 1. Define what a campaign is and its role in social change. 2. Identify various types of campaigns and their objectives. 3. Select the appropriate communication medium for a campaign. 4. Understand how to collaborate with media outlets for campaign promotion.	Case studies, seminar, and group activity (designing a sample campaign)	
Break	60 mins		Lunch	
Session 9: Gender Equality	90 mins	1. Understand the concept of gender stereotyping and its impact on individuals 2. Identify gender equality issues specific to Pakistan. 3. Participants will be motivated to advocate for gender equality and women's rights.	Seminar, group discussion, and role playing exercise.	Group
Session 10: Workshop Reflection and Planning	60 mins	Reflect on learnings, plan for next day		Group

Day 3: Profile Building and Social Engagement

Session	Time	Key Objectives	Activities	Activity Type
Recap	10 mins	Recap the events of the previous day and the topics that were covered in the sessions		
Session 11: Youth Mobilisation	60 mins	To impart the following skills on trainees: 1. Define youth mobilization and its significance in community development. 2. Identify key questions in youth mobilization: Whom to mobilize, who should lead, and why. 3. Apply a structured methodology for framing and implementing mobilization work, including visioning, strategy development, and work planning.	Seminar, case studies and group discussion	Group
Session 12: Climate Change	90 mins	1. Understand the fundamental concepts of climate change science. 2. Identify the drivers of climate change and their impact on the environment. 3. Analyze different climate change scenarios and their implications for designated districts in Pakistan.	Seminar, case studies and group discussion	Group
Break	60 mins			
Session 13: Youth Engagement in Decision Making	60 mins	1. Understand the opportunities available for youth leaders in local government. 2. Recognize the concept and benefits of minority youth quotas in education. 3. Reflect on their personal roles in promoting youth engagement in decision making.	Group discussion, seminar,	Group/ Individual
Session 14: Action Planning	150 mins			

Module 1: Emerging Leaders and Their Communities through Storytelling

Module Outcomes:

Learning Outcomes:

- **Storytelling Awareness:** Participants will understand the role of storytelling in personal expression, community engagement, and advocacy for important issues.
- **Story Crafting:** Participants will be able to create engaging and well-structured personal and community stories that connect with their audience.
- **Issue Advocacy:** Participants will recognize the power of storytelling in raising awareness and advocating for community issues.

Skill and Behavioural Outcomes:

- **Active Participation:** Participants will actively engage in discussions, share their personal and community stories, and contribute constructively to the session.
- **Empathetic Listening:** Participants will demonstrate empathetic listening during story sharing, showing respect for the storyteller and their experiences.
- **Applying Storytelling Techniques:** During the story-sharing phase, participants will apply storytelling techniques discussed, showcasing their ability to use hooks, emotions, and relatable details.
- **Issue Connection:** Participants will connect their personal narratives with broader community issues, emphasizing the relevance and importance of their stories.
- **Reflection and Connection:** Participants will reflect on the session's impact, connecting their storytelling experience to their role as emerging leaders and community advocates.

Module Outline:

Setting the Tone and Purpose (10 mins)

- Begin with a warm welcome and establish an atmosphere of open sharing and mutual respect.
- Clearly articulate the goals of the session: exploring personal and community stories as tools for empowerment.

Personal Stories (45 mins)

- Set the context for sharing personal stories by sharing a brief personal experience of your own.
- Encourage participants to share their own stories, ensuring everyone has a chance to contribute.

Storytelling Techniques (15 mins)

- Introduce the story-sharing segment and provide clear instructions.
- Manage the sharing process, ensuring each participant's time is respected and facilitating feedback.
- Present storytelling techniques using relatable examples, encouraging questions and discussions.
- Share anecdotes or examples that demonstrate how techniques enhance the impact of stories.
- Introduce key storytelling techniques: hook, structure, emotional appeal, relatable details.
- Explain the importance of pacing and visual imagery in capturing the audience's attention.
- Provide examples of well-known stories that effectively use these techniques.

Community Storytelling (30 mins)

- Divide participants into small groups based on common interests, backgrounds, or their own preferences. Trainers can ask trainees about their common interests which will be written down by a volunteer on a sheet, according to which the groups will be segmented. Common interests are related to actions that they intend to take in their communities
- Explain that each group will discuss and select a community story that resonates with the theme of the workshop. Allow groups time to engage in discussions and decide on a community story.

Group Presentations (40 mins)

- Each group prepares a brief presentation highlighting the chosen community story's relevance and impact.
- Emphasize the significance of connecting personal narratives to community challenges.
- Facilitate a discussion on important community issues highlighted in the group work, actively engaging participants in identifying challenges that resonate with them.

Advocacy Through Storytelling (10 mins)

- Highlight the concept of using stories as a means of advocating for community issues.
- Share examples of stories that have effectively driven change and inspired action.

Closure (10 mins)

- Summarize the main takeaways and encourage participants to reflect on their personal growth through the session.
- Express appreciation for participants' openness and engagement.

Trainer's Guidelines:

- **Content Familiarity:** Thoroughly understand the content, objectives, and activities of the module to facilitate a smooth session.
- **Materials and Setup:** Ensure that all required materials, such as handouts, storytelling prompts, and any audiovisual aids, are prepared and set up.
- **Emotional Support:** Create a safe and supportive environment where participants feel comfortable sharing personal stories.
- Be sensitive to participants' emotions and experiences during story sharing.
- Moderate discussions to maintain a positive and respectful environment.
- Foster connections between participants' stories and their leadership journeys.
- Encourage participants to express their thoughts, even if they haven't shared a story.

Post-Session

- Offer resources for further developing storytelling skills and engaging in community advocacy.
- Encourage participants to reflect on the impact of the session on their perspectives and growth.

Module 2: CV Writing and Profile Building of Emerging Leaders

The first slot of this training module aims to empower emerging leaders to build effective CVs and profiles. Participants will learn to create clear, concise, visually appealing CVs that highlight their strengths and qualities. The session will cover key aspects of CV writing, including job-market insights, qualities employers seek, CV development steps, components of a CV, and best practices. Additionally, participants will gain skills to build and maintain profiles within their communities and campuses.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Develop clear, concise, and effective CVs that showcase their strengths.
2. Understand the job-market environment and identify qualities employers value.
3. Comprehend the components of a CV and follow the steps to build one.
4. Apply language tips and avoid common CV pitfalls.
5. Recognize the significance of skills and community engagement in profile building.

Skill and Behavioural Outcomes:

- Effective CV Writing: Create clear, concise, and tailored CVs that showcase strengths and qualifications.
- Employability Awareness: Understand qualities and skills sought by employers in the job market.
- Community Engagement: Build and maintain individual and group profiles that reflect experiences and achievements.

Module Outline:

Introduction to Profile Building

- Highlight the importance of effective CVs and profiles for emerging leaders.
- Through discussion, emphasize the session's focus on creating compelling CVs and building community profiles.

Job-Market Insights and Qualities Employers Seek

- Provide insights into the current job market environment and employer expectations.
- Discuss the top qualities and skills that employers value in potential candidates.

Steps to Develop a CV

- Present a structured approach to developing a CV: gathering information, organizing content, and formatting.
- Guide participants through each step, providing practical tips for clarity and impact.

Components of a CV: Do's and Don'ts

Dos' of a CV

1. Clear Formatting: Use a clean and organized layout with consistent fonts and headings.
2. Relevant Information: Include relevant education, work experience, skills, and achievements.
3. Quantify Achievements: Use numbers to showcase achievements and quantify impact.
4. Tailored Content: Tailor your CV for each application, focusing on the skills and qualifications needed.
5. Action Verbs: Use strong action verbs to describe responsibilities and accomplishments.

Don'ts of a CV

1. Irrelevant Information: Avoid including irrelevant or outdated details.
2. Overcomplication: Keep your CV concise and avoid overwhelming content.
3. Grammar and Spelling Errors: Proofread carefully to eliminate errors.
4. Generic Statements: Avoid generic statements that don't provide specific insights.
5. Unprofessional Email Addresses: Use a professional email address.

Language Tips and Significance of a Skill

- Share language tips for writing compelling CV content using action verbs and quantifiable achievements.
- Discuss the importance of showcasing skills that are relevant to the desired roles.

Building Profiles Within Communities and Campuses

- Explain the value of creating and maintaining profiles within communities and campuses.
- Provide guidance on documenting experiences, achievements, and community engagement.

Activity: Tailoring a CV and Key Qualification Statement

- Participants select a fictional job posting related to their field of interest.
- Using the dos and don'ts provided, they work individually or in pairs to tailor their CVs and craft a key qualification statement.
- After the activity, participants can share their experiences and insights.

Reflection and Future Application

- Encourage participants to reflect on how they can apply their CV writing skills, cover letter techniques, and interview preparation insights in their future endeavors.
- Discuss the session's focus on long-term profile building beyond CV writing.

Trainer's Guidelines:

- Encourage participants to ask questions and seek clarification during the session.
- Use relatable examples and anecdotes to reinforce key points.
- Provide practical tips for each aspect of CV writing, cover letters, and interview preparation.
- Allow time for interactive activities such as practicing interview agendas.

Resources and Further Development

- Handouts with sample CV templates, language tips, cover letter examples, and interview agenda templates.
- Recommended online platforms and resources for building professional profiles.
- Opportunities for participants to collaborate on community projects and initiatives.

Module 3: Democracy & Governance

Module Overview:

 The Democracy & Governance module provides a systematic understanding of democracy, its historical evolution, and the governance structures in Pakistan. Participants will explore the concept of democracy, its growth through the ages, and engage in a thought-provoking debate. Additionally, the module delves into the tiers and instruments of governance in Pakistan, empowering emerging leaders to advocate for change effectively.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Define democracy and understand its principles.
2. Trace the historical development of democracy and analyze the debate surrounding the equality of votes.
3. Comprehend the governance structure in Pakistan, including its tiers and hierarchy of legal instruments.

Skill and Behavioural Outcomes:

- **Conceptual Understanding:** Participants will gain a clear understanding of the concept of democracy and its fundamental principles. Participants will also acquire knowledge about the historical evolution of democracy and its significance in contemporary governance.
- **Critical Thinking and Debate:** Participants will develop critical thinking skills by engaging in debates and discussions on governance issues.
- Informed Citizenship: Participants will become informed and engaged citizens, capable of making well-informed decisions and participating in democratic processes.
1. Problem-Solving Skills: Participants will practice problem-solving by analyzing governance challenges and proposing solutions during interactive exercises.
2. Respectful Debate and Dialogue: Participants will exhibit respectful and constructive behavior during debates and discussions, valuing diverse viewpoints

Module Outline:

Introduction to Democracy (20 mins)

- Define democracy and its core principles.
- Explain the importance of democracy in modern governance.
- Provide a brief overview of the historical development of democracy, from its origins to contemporary forms.
- Highlight key milestones and influential thinkers in the evolution of democracy.
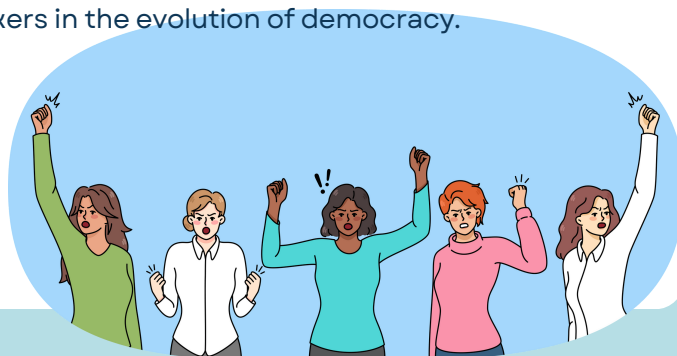
Debate: Equality of Votes (30 mins)

- Engage participants in a lively debate: "Is the vote of an illiterate and a literate person to be counted as equal?"
- Encourage participants to present their arguments and engage in constructive dialogue.

Understanding Governance in Pakistan (20 mins)

1. Explore the governance structure in Pakistan, including its tiers and instruments.
2. Discuss the roles and responsibilities of federal, provincial, and local government bodies.
3. Facilitate a discussion on the significance of these instruments in the governance landscape.

Advocacy Within Governance (15 mins)

- Discuss how emerging leaders can engage with governance structures to advocate for change and address community issues.
- Highlight the importance of civic participation, accountability, and transparency.

Creative Engagement Activities (30 mins)

- **Visual Mapping and Interactive Quiz:**

Use a large map of Pakistan or a flowchart to visually represent the tiers and instruments of governance.

Example: Provide a map of Pakistan with placeholders for federal, provincial, and local government bodies. Participants label these bodies and describe their functions.

- **Role Play and Decision-Making Simulation:**

Technique: Conduct a role-playing exercise where participants assume the roles of government officials, community leaders, and citizens. Simulate a decision-making process related to a governance issue.

Example: Participants role-play a city council meeting, discussing and voting on a proposed policy to address a local environmental concern.

Reflection and Action Planning (10 mins)

- Encourage participants to reflect on the session's insights and how they can apply their knowledge to advocate for democratic values and good governance.
- Facilitate the development of action plans for future advocacy efforts.

Trainer's Guidelines:

- Foster an inclusive and respectful environment for the debate.
- Provide opportunities for participants to share personal experiences and perspectives.
- Use storytelling and visual aids to enhance engagement and understanding.
- Encourage critical thinking and open dialogue during the session.

Resources and Further Development

- Handouts with key concepts, historical timelines, and governance structures.
- Recommended readings, documentaries, and online resources for further exploration.
- Opportunities for participants to engage with local governance bodies and community initiatives.

Module 4: Effective Communication and Presentation Skills

This module empowers emerging leaders with the foundational skills required for effective communication and confident presentations. Over the course of this 2-hour session, participants will explore the key elements of communication, understand barriers, and learn techniques to craft compelling messages and presentations. Through interactive exercises and role plays, participants will gain practical experience while also receiving resources for continuous development.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Defining the core components of effective communication.
2. Identification of common barriers to communication and strategies to overcome them.
3. Development of a basic structure for well-organized speeches and presentations.

Skill and Behavioural Outcomes:

1. **Understanding Communication Components**: Participants will be able to define and differentiate between the core components of communication, including the sender, message, medium, receiver, and feedback.
2. **Identifying Communication Barriers:** Participants will be able to recognize and categorize different types of communication barriers, such as physical, psychological, semantic, and cultural, that can impede effective communication.
3. **Awareness of Importance:** Participants will gain an understanding of the significance of communication skills in leadership roles and how effective communication contributes to building relationships and achieving goals.
4. **Problem-Solving for Barriers:** Participants will actively engage in problem-solving discussions to identify strategies for overcoming communication barriers, showcasing their ability to adapt communication to various situations

Module Outline:

Foundations of Communications (20 mins)

Introduction to the Importance of Communication Skills for Leadership

- Brief overview of how effective communication is a critical skill for leadership roles.
- Emphasis on how clear communication fosters understanding, collaboration, and influence.

Communication:

- Communication is the mutual exchange of information and understanding.
- Effective communication means that there is (i) information which is (ii) understood as desired.
- There are at least two people involved in communication: a Sender (A) and a Receiver (B).
- There may be more than one sender or receiver but the process of communication remains basically the same.

Key concepts:

- Idea is the message to be communicated.
- Encoding means shaping ideas into a form that can be sent. The sender's choice of words, non-verbal behavior and tone of voice will effect how the message is received.
- Decoding means the way the Receiver understands a message. Such comprehension will depend upon the receiver's expectations, mood and filters.
- Filters are individual characteristics, such as knowledge, experiences, background, biases, and beliefs, etc. These characteristics filter the way the message is encoded or decoded.
- Environment is the condition in which communication occurs, such as a quiet office, a noisy workshop, etc. Like filters, the environment can interfere with the reception of the message.

Core Components of Communication: Sender, Message, Medium, Receiver, Feedback (10 mins)

- Explanation of each component:
- Sender: The person conveying the message.
- Message: The information or idea being communicated.
- Medium: The channel through which the message is transmitted (verbal, written, visual, etc.).
- Receiver: The person receiving and interpreting the message.
- Feedback: The response or reaction from the receiver, completing the communication loop.

Barriers to Effective Communication: Physical, Psychological, Semantic, Cultural

- Description of various types of barriers that can hinder effective communication:
- Physical Barriers: Environmental factors like noise, distance, and distractions.
- Psychological Barriers: Mental factors such as biases, emotions, and preconceptions.
- Semantic Barriers: Language-related issues, including jargon, unfamiliar terms, and ambiguity.
- Cultural Barriers: Differences in cultural norms, values, and communication styles.

Activity: Role-play exercise to Demonstrate Communication Barriers

- Participants are divided into pairs randomly.
- Each pair is given a communication scenario with intentionally embedded barriers.
- Participants act out the scenario, highlighting the challenges caused by the barriers.
- After the role-play, a group discussion is held to analyze the barriers and potential solutions.

Effective Message Design (20 mins)

- Understanding the sender-receiver model: encoding and decoding messages.
- The four stages of learning: are unconscious incompetence, conscious incompetence, conscious competence, and unconscious competence.
- The four stages of speaking: are preparation, organization, delivery, and evaluation.
- Planning effective messages: defining objectives, understanding the audience.

Crafting Compelling Presentations (20 mins)

- Introduction to the basic structure of a speech or presentation.
- Opening with impact: attention-grabbing techniques.
- Building the body of the presentation: logical flow and transitions.
- Concluding with a memorable takeaway.

Activity: Participants are taken into groups and each group will prepare and deliver short impromptu speeches on a given topic.

Material Needed:

- Loose sheets of paper, pens, and similar stationary for end-of-seminar activities
- Projector for trainer's presentation
- A hall for the training seminar

Resources and Further Development

- Handouts on communication principles, barriers, and strategies.
- Sample speech structures and templates.
- Recommended readings, TED talks, and online courses for continuous improvement.
- Role-play scenarios for practicing various communication scenarios.

Final Reflection

At the end of the session, participants will reflect on their progress in understanding the key elements of effective communication and presenting. They will set a personal communication development goal to work on throughout the workshop.

Please adjust the timing of each section as needed to fit within the 2-hour time frame. This sample module is designed to provide a structured approach to covering the communication and presentation skills content within a limited workshop session.

Trainer's Guidelines:

- Briefly explain the session's purpose and what participants will learn.
- Engage participants by asking questions, encouraging participation, and acknowledging contributions.
- Be sensitive to cultural differences and encourage participants to share their unique perspectives.
- Use real-life examples or anecdotes to illustrate key concepts and make the content relatable.
- Manage time effectively to ensure all session components are covered within the allocated 40 minutes.
- Provide participants with any resources or handouts mentioned during the session.
- Encourage participants to reflect on the session's content and be prepared for the next session.

Module 5: Media Literacy Skills

Module Overview:

The Media Literacy Skills module equips emerging leaders with the knowledge and skills to critically assess media content, identify fake news and hate-speech, and run effective social media campaigns for social purposes. Participants will learn the principles of media literacy, audience profiling, content creation, and the use of social media analytics.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Apply critical thinking skills to assess media content for accuracy and credibility.
2. Recognize and report hate-speech and fake news.
3. Analyze the effectiveness of social media campaigns using analytics.
4. Create compelling stories and messages for various media formats.
5. Edit basic visuals, including photos and videos.

Skill Outcomes:

1. **Critical Media Analysis:** Participants will develop the ability to critically analyze media content for accuracy, bias, and credibility, enabling them to discern reliable information from misinformation.
2. **Fake News Identification:** Participants will acquire skills to identify fake news, misinformation, and disinformation through fact-checking and source verification techniques.
3. **Hate-Speech Recognition and Reporting:** Participants will learn to recognize hate-speech in media content and gain the confidence to report and respond to hate-speech responsibly.
4. **Strategic Social Media Campaigning:** Participants will acquire the skills to strategize and execute effective social media campaigns, including setting clear goals, creating compelling content, and measuring campaign success.
5. **Audience Profiling and Targeting:** Participants will gain proficiency in profiling target audiences, tailoring content to specific demographics, and effectively targeting audiences on social media platforms.

Behavioural Outcomes:

1. **Media Literacy Advocacy:** Participants will advocate for media literacy in their communities, promoting responsible media consumption and critical thinking.
2. **Fact-Based Decision-Making:** Participants will apply their media literacy skills to make informed decisions in various aspects of life, including politics, health, and personal information consumption.
3. **Responsible Digital Citizenship:** Participants will demonstrate responsible behavior in the digital space, including ethical sharing of media content and responsible engagement in online discussions.
4. **Ethical Content Creation:** Participants will create media content that adheres to ethical standards, respects privacy, and promotes positive social values.

Module Outline:

Introduction to Media Literacy (15 mins)
- Define media literacy and its significance in the digital age.
- Explain the role of media literacy in critical thinking and responsible media consumption.

Fake News and Hate Speech Detection (20 mins)
- Teach participants how to identify fake news and hate-speech through critical analysis.
- Provide definitions of hate-speech and guidelines on reporting hate-speech.

Building Blocks of Social Media Campaigning (15 mins)
- Explore the key components of social media campaigns, including messaging, visuals, and audience engagement.
- Discuss the importance of clear objectives and goals in campaign planning.

Strategizing Social Media Campaigns (20 mins)
- Introduce participants to the process of strategizing social media campaigns, including goal setting, audience profiling, and content planning.
- Share examples of successful social media campaigns.

Audience Profiling and Targeting (10 mins)
- Teach participants how to profile target audiences and create tailored content.
- Discuss strategies for targeting specific demographics on social media platforms.

Social Media Strategies and Analytics (20 mins)
- Discuss the importance of developing a social media strategy with clear metrics and KPIs.
- Introduce social media analytics tools and how to use them to measure campaign success.

Content Creation (15 mins)
- Cover various content creation formats, including blogging, vlogging, photojournalism, photography, and videography.
- Offer practical tips for creating engaging and informative content.

Interactive Exercises and Video Screening (10 mins)
- Engage participants in interactive exercises to apply critical thinking skills in identifying fake news and hate speech.
- Screen videos illustrating the impact of responsible media consumption and effective social media campaigns.

Trainer's Guidelines:

- Encourage active participation through group discussions, hands-on exercises, and real-world examples.
- Emphasize the importance of ethical content creation and responsible media sharing.
- Foster a collaborative and supportive learning environment for participants to share their ideas and experiences.

Materials Needed:

- Training Venue
- Materials and Handouts: Prepare printed materials, handouts, and resources related to media literacy, fake news detection, and social media campaigning. These materials should be distributed to participants for reference during and after the session.
- Audio-Visual Equipment: e.g., projectors, screens, microphones, and speakers, for presentations, video screenings, and interactive exercises.
- Internet Connectivity
- Projection and Display: Set up a projection system for presentations and video screenings. Ensure that the screen or whiteboard is visible to all participants.
- Training Materials: Organize all training materials, including flip charts, markers, sticky notes, and other supplies for interactive exercises and group work.

Resources and Further Development:

- Handouts with resources on media literacy, fake news detection, and social media campaign planning.
- Recommended readings, online courses, and platforms for enhancing media literacy and digital skills.
- Opportunities for participants to apply their media literacy and campaign planning skills in real-world projects.
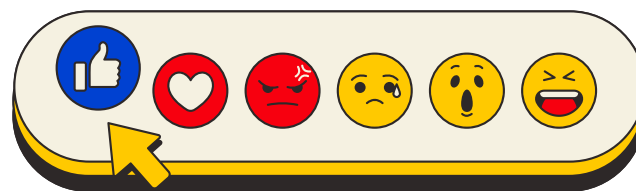
Module 6: Social Cohesion & Peacebuilding

The Social Cohesion & Peacebuilding module aims to equip emerging leaders with the knowledge and skills needed to foster social cohesion, promote peace, and build inclusive communities. Participants will explore the fundamental building blocks of peace, identity, conflict analysis, equal citizenship, and constitutional rights, with a focus on religious freedom. The session encourages critical thinking about diversity and the promotion of equal citizenship.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Understand the five building blocks of peace and their relevance to social cohesion.
2. Explore the concept of identity and its impact on community relations.
3. Analyze the demographics of religious minorities in Pakistan and their constitutional rights, particularly focusing on religious freedom.
4. Address issues related to sectarianism, including those based on ethnic, religious, and class divisions.

Skill and Behavioural Outcomes:

1. **Conflict Analysis:** Participants will acquire skills in conflict analysis, enabling them to identify root causes, drivers, and potential solutions to conflicts within their communities.
2. **Bias Awareness and Mitigation:** Participants will learn to recognize personal biases and employ strategies to mitigate their impact on decision-making and interactions with others.
3. **Community Engagement:** Participants will gain skills in engaging with diverse community members, fostering cooperation, and building bridges among different identity groups.
4. **Advocacy and Inclusivity:** Participants will develop advocacy skills to promote inclusivity, equal rights, and social cohesion within their communities or organizations.
5. **Conflict Prevention Strategies:** Participants will learn practical strategies for preventing conflicts, including early warning mechanisms and community-building initiatives. Participants will exhibit improved conflict awareness and the ability to identify potential sources of conflict within their communities or organizations.
6. **Promotion of Inclusivity:** Participants will actively promote inclusivity within their communities, organizations, or peer groups by advocating for equal opportunities and participation for all, regardless of identity factors.

1. **Introduction to Social Cohesion and Peacebuilding (5 mins)**

Social cohesion: refers to the level of unity, inclusiveness, and connectedness within a society or community.

- It is characterized by a sense of trust, cooperation, and shared values among individuals and groups, regardless of their diverse backgrounds.
- Emphasize that social cohesion is essential for building peaceful, stable, and inclusive communities.

Peacebuilding is a deliberate and sustained effort to prevent conflicts, transform existing conflicts, and build sustainable peace in societies affected by violence or fragility.

- Emphasize that peacebuilding goes beyond ending violence; it involves addressing the root causes of conflict, promoting reconciliation, and creating the conditions for lasting peace.
- Highlight that peacebuilding efforts can occur at various levels, from interpersonal relationships to national and international initiatives.
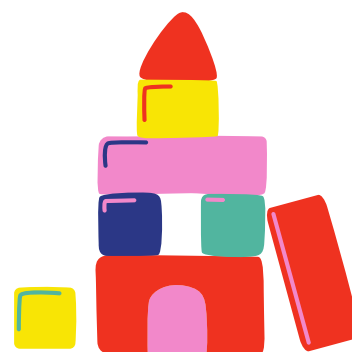
2. **Five Building Blocks of Peace (25 mins)**

Building Block 1: Social Inclusion (5 mins):

- **Importance of Inclusivity:** Social inclusion refers to the practice of ensuring that all individuals and groups in society have equal access to opportunities, resources, and participation in social, economic, and political life.
- **Contribution to Peace:** Discuss how social inclusion contributes to peace by:
- Reducing marginalization and exclusion can be root causes of conflicts.
- Fostering a sense of belonging and unity among diverse groups.
- Encouraging cooperation and collaboration among individuals from various backgrounds.

Building Block 2: Political Participation (5 mins):

- **Role of Active Citizenship:** Explain the concept of active citizenship, where individuals engage in civic activities, such as voting, advocacy, and community involvement.
- **Promoting Peace and Social Change:** Explore how active citizenship promotes peace and social change by:
  - Allowing citizens to voice their concerns and participate in decision-making processes.
  - Holding leaders accountable for their actions and policies.
  - Mobilizing communities to address common challenges collectively.

- **Case Study: Women's Suffrage Movement (Optional, 5 mins): Discuss the women's suffrage movement as an example of how political participation led to significant social and political change.**

Building Block 4: Economic Development (5 mins):
- **Contribution to Peace and Stability:** Highlight the significance of economic stability in maintaining peace and stability within societies.
- **Factors to Consider:** Discuss key factors related to economic development, including access to employment, education, healthcare, and basic services.
- **Impact on Conflict Prevention:** Explain how economic development contributes to conflict prevention by:
  - Addressing poverty and inequality, which are often drivers of conflict.
  - Creating opportunities for livelihoods and improving living standards.
  - Enhancing social cohesion by reducing economic disparities.

Building Block 5: Security (5 mins):
- **Role in Maintaining Peace:** Describe the role of security in maintaining peace and social order.
- **Dimensions of Security:** Discuss various dimensions of security, including national security, human security, and community security.
- **Conflict Prevention:** Explain how effective security measures, both at national and local levels, contribute to conflict prevention by:
  - Deterrence of potential aggressors.
  - Protection of citizens from violence and crime.
  - Creating an environment of safety and trust.

3. Identity and 'The Other' (15 mins)

Concept of Identity (5 mins):
- Defining Identity: Start by defining identity as the combination of personal characteristics, affiliations, and experiences that make individuals unique. Emphasize that identity is multifaceted and can encompass aspects like ethnicity, nationality, religion, gender, and more.
- Impact of Identity: Explain how one's identity influences their worldview, beliefs, and interactions with others. Discuss the role of identity in shaping personal values and cultural perspectives.

Biases and Stereotypes (5 mins):
- Understanding Bias: Define bias as a predisposition or preference for one's own identity group or a negative perception of other identity groups. Explain that biases can be conscious or unconscious.
- Stereotypes and Prejudices: Discuss how stereotypes, which are generalized beliefs or assumptions about a particular group, can lead to prejudices and discriminatory behaviors. Mention that these biases and stereotypes can fuel conflicts and divisions within society.

Impact on Conflicts (5 mins):
- **Conflict Dynamics**: Explore how biases and stereotypes can contribute to conflicts by:
  - Fuelling misunderstandings and miscommunications between identity groups.
  - Creating a sense of 'us versus them' mentality, leading to hostility and polarization.
  - Reinforcing negative perceptions and reinforcing divisions, making conflict resolution challenging.

Personal Reflection through Groupwork (15 mins):
- **Self-Reflection Exercise:** Encourage participants to engage in a brief self-reflection exercise:

     - Make groups randomly, and have participants to think about their own identities and how these identities shape their perspectives and interactions with others.

     - Prompt participants to consider whether they have ever held biases or stereotypes about other identity groups.

     - Emphasize the importance of self-awareness in recognizing and challenging biases.

     - Have participants ever encountered situations where biases or stereotypes have influenced their interactions with others?

How can individuals and communities work to challenge biases and promote understanding among different identity groups?

4. Levels of Conflict Analysis (20 mins)

- **Socio-Economic Development (5 mins):** Discuss how economic disparities can lead to conflicts.
- **State (5 mins):** Analyze the role of government policies and structures in conflict.
- **Individual (5 mins):** Explore how individual attitudes and behaviors can contribute to or mitigate conflicts.

5. Demographics and Rights of Religious Minorities in Pakistan (15 mins)

- Define equal citizenship and its significance in fostering inclusive societies.
- Discuss the rights and responsibilities of citizens in a diverse and inclusive nation.
- Present statistics and demographic information related to religious minorities in Pakistan.
- Highlight challenges and opportunities for religious minorities in the country.
- Explain key constitutional rights in Pakistan, with a specific focus on religious freedom.
- Discuss the importance of protecting religious diversity and ensuring equal rights.

6. UN Declaration of Human Rights (15 mins)

Introduction to Human Rights (5 mins):
- **Defining Human Rights:** the fundamental rights and freedoms that every individual is entitled to, regardless of their identity, nationality, or background. Human rights are inherent to all human beings.
- **Historical Context:** Provide a brief historical background on the development of the Universal Declaration of Human Rights (UDHR), emphasizing that it was adopted by the United Nations General Assembly in 1948 in response to the atrocities of World War II.

Principles of the UDHR (5 mins):

- Overview of Key Principles: Present an overview of the key principles and values enshrined in the UDHR, including but not limited to:
- Equality and non-discrimination.
- Right to life, liberty, and security.
- Freedom of thought, expression, and religion.
- Right to work, education, and participation in cultural life.
- Freedom from torture, slavery, and arbitrary detention.
- Right to a fair and public trial.

Importance of Human Rights (5 mins):

- Promoting Peace and Social Cohesion: Emphasize the pivotal role of universal human rights in promoting peace and social cohesion by:
- Protecting individuals from discrimination, injustice, and violence.
- Upholding the principles of justice, fairness, and equality.
- Fostering respect for diversity and inclusivity.
- Providing a framework for resolving conflicts peacefully.

Discussion (5 mins):

Engage participants in a brief discussion on the following topics:

- Ask participants to reflect on the relevance of human rights in their daily lives and communities.
- Encourage participants to share examples of human rights challenges or successes they have encountered or witnessed.
- Discuss how the principles of the UDHR can contribute to resolving conflicts and promoting social cohesion in diverse societies.

7. Sectarianism and Its Dimensions (10 mins)

- **Exploring Sectarianism (5 mins):**
- **Definition of Sectarianism:** Begin by defining sectarianism as the divisions and conflicts that arise based on differences in religious beliefs, ethnic backgrounds, or class distinctions within a society.
- **Multi-Dimensional Nature:** Emphasize that sectarianism can manifest in various forms, including religious sectarianism (between different religious groups or denominations), ethnic sectarianism (between different ethnic or racial groups), and class-based sectarianism (between different socioeconomic classes).

Dimensions of Sectarianism (5 mins):

- Religious Sectarianism: Discuss how religious sectarianism can result from differences in religious beliefs, practices, or interpretations. Provide examples of religious sectarian conflicts, such as Sunni-Shia tensions in some regions.
- Ethnic Sectarianism: Explore how ethnic sectarianism is driven by differences in ethnic backgrounds, languages, or cultural identities. Discuss cases of ethnic sectarian conflicts, such as ethnic tensions in diverse regions.
- Class-Based Sectarianism: Explain that class-based sectarianism can arise from socioeconomic disparities, with one class feeling marginalized or oppressed by another. Use examples of class-based sectarianism related to economic inequality.

Consequences of Sectarian Conflicts:

- **Impact on Communities:** Discuss the negative consequences of sectarian conflicts on communities, including:
  - Displacement of populations, leading to refugee crises.
  - Loss of lives and destruction of infrastructure.
  - Polarization and division within communities.
- **Impact on Nations:** Explain how sectarian conflicts can have wider implications for nations, such as:
  - Weakening national unity and stability.
  - Hindering economic development and progress.
  - Attracting external interventions and exacerbating regional conflicts.

Discussion (5 mins):

- Facilitate a discussion with participants, encouraging them to consider the following questions:
- Can participants think of examples of sectarian conflicts in their own regions or globally?
- What strategies or initiatives have been effective in addressing sectarian tensions and promoting reconciliation in such conflicts?

8. Activity: Promoting Social Cohesions (45 mins)

Divide participants into groups and assign each group a scenario related to identity, conflict, or social inclusion. - Instruct groups to brainstorm strategies for promoting social cohesion and peace in their assigned scenarios.

9. Reflections and Discussions (5 mins)

Facilitate a discussion where groups share their strategies and insights. - Encourage participants to reflect on the role they can play in promoting social cohesion and peace in their communities.

Trainer's Guidelines:

- Foster an inclusive and respectful learning environment where participants feel comfortable discussing sensitive topics.
- Encourage critical thinking and self-reflection through group activities and discussions.
- Emphasize the practical application of concepts learned, particularly in participants' roles as emerging leaders.

Resources and Further Development:

- Provide handouts with relevant articles, reports, and resources on social cohesion, peacebuilding, and human rights.
- Suggest further readings and workshops for participants interested in deepening their knowledge in these areas.

Module 7: Designing and Running a Campaign

The Designing and Running a Campaign module equips emerging leaders with the knowledge and skills to plan, execute, and evaluate effective social campaigns. Participants will explore the concept of campaigns, different types of campaigns, medium selection, media collaboration, and the role of research in social campaigns through case studies and practical examples.

Learning Outcomes:

By the end of this module, participants should be able to:

1. Define what a campaign is and its role in social change.
2. Identify various types of campaigns and their objectives.
3. Select the appropriate communication medium for a campaign.
4. Understand how to collaborate with media outlets for campaign promotion.
5. Utilize research effectively in campaign planning and evaluation.
6. Analyze and learn from real-world campaign case studies.

Module Outline:

Introduction to Campaigns (15 mins)
- Define the concept of a campaign and its significance in advocacy and social change.
- Campaigns are coordinated efforts aimed at achieving specific goals, such as raising awareness, advocating for change, or mobilizing communities.
- Discuss the key components of a successful campaign, including goals and target audiences.

Types of Campaigns (20 mins)
- Explore various types of campaigns, such as awareness campaigns, advocacy campaigns, and behavior change campaigns:
- Awareness Campaigns: Explore examples like the "Ice Bucket Challenge" for ALS awareness.
- Advocacy Campaigns: Analyze successful advocacy campaigns like the "March for Our Lives."
- Behavior Change Campaigns: Examine campaigns such as anti-smoking initiatives.

Choosing the Right Medium (25 mins)
- Medium Selection (10 mins): Explain the importance of selecting the appropriate communication medium for a campaign based on objectives, target audiences, and available resources. Discuss digital media, traditional media, social media, and grassroots mobilization.
- Case Study: "ALS Ice Bucket Challenge" (10 mins): Dive deeper into this viral campaign's success in using social media to raise funds and awareness for ALS research.

Use of Research in Social Campaigns: (25 mins)

Research's Role in Campaigns:
- Research is a cornerstone of effective social campaigns. It plays a crucial role in shaping campaign strategies, messages, and audience targeting.
- Explain that research helps campaign organizers understand their audience, identify key issues, and measure the impact of their efforts.
- Research ensures that campaigns are evidence-based and resonate with the intended audience.

Methods of Research:
- Explore various research methods that campaign organizers can employ. Two primary methods to discuss are surveys and focus groups.
- Surveys: Explain that surveys involve collecting data from a large number of participants through structured questionnaires. Surveys can provide quantitative data on attitudes, beliefs, and behaviors.
- Focus Groups: Describe focus groups as small, structured discussions with a diverse group of participants. Focus groups help uncover insights, attitudes, and perceptions that may not be apparent through surveys alone.
- Emphasize that the choice of research method depends on campaign goals, available resources, and the depth of understanding required.

Case Study: "The Truth" Campaign:
1. Provide a detailed case study of "The Truth" campaign, which aimed to combat tobacco use among youth.
2. Explain how research played a pivotal role in this campaign:
    - Message Development: Research helped identify the most compelling messages to discourage smoking among young people. For example, they found that youth were concerned about the manipulative tactics of tobacco companies.
    - Audience Targeting: The campaign used research to understand the attitudes and behaviors of its target audience–youth–and tailored its messaging accordingly.
    - Effectiveness Measurement: Continuous research and data analysis allowed the campaign to measure its impact and make adjustments to improve effectiveness.
- Discuss how "The Truth" campaign's evidence-based approach contributed to its success in reducing youth smoking rates.

Case Studies and Concrete Examples (40 mins):
- Present real-world case studies of successful campaigns, both historical and contemporary.
- Analyze the strategies, tactics, and impact of these campaigns.
- Engage participants in group discussions and reflections on the case studies.

1. **Case Study 1: "ALS Ice Bucket Challenge" (10 mins)**
    - Explore how this viral campaign leveraged social media to raise funds and awareness for ALS research.

2. **Case Study 2: "March for Our Lives" (10 mins)**
   - Analyze how student activists used media to mobilize a national movement advocating for gun control.

3. **Case Study 3: "Dumb Ways to Die" (10 mins)**
   - Discuss how a creative campaign addressed train safety in a memorable way.

4. **Case Study 4: "It Gets Better" (10 mins)**
   - Examine how this YouTube-based campaign offered support and hope to LGBTQ+ youth.

Activity: Campaign Planning (30 mins)

- Divide participants into groups and assign each group a hypothetical campaign scenario.
- Instruct groups to develop a campaign plan, including objectives, target audiences, medium selection, and messaging.

Reflection and Discussion (15 mins)

- Facilitate a discussion where groups share their campaign plans and receive feedback from peers.
- Encourage participants to reflect on the challenges and opportunities of campaign planning.
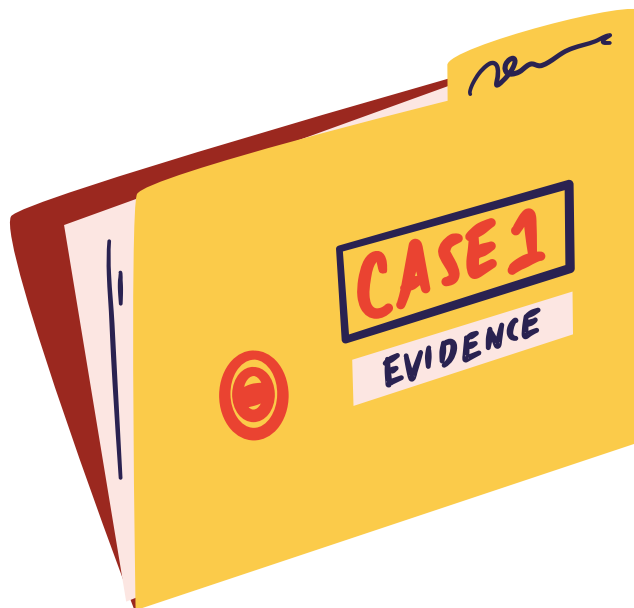
Trainer's Guidelines:

- Use a variety of multimedia resources, including videos and visuals, to illustrate campaign concepts and case studies.
- Foster interactive discussions and group activities to engage participants actively.
- Encourage critical thinking by asking participants to analyze the strengths and weaknesses of different campaign approaches.

Resources and Further Development:

- Provide handouts with campaign planning templates, media contact lists, and research resources.
- Recommend readings and online courses for participants interested in further developing their campaign planning and execution skills.

Module 8: Climate Action

Welcome to the "Climate Action" module. In this session, we will explore the urgent challenge of climate change and the vital role of youth in addressing it. We will delve into the science of climate change, its drivers, observed and projected impacts, international and national policy frameworks, climate scenarios, vulnerability assessments, and practical steps for climate action.

Learning Outcomes:

By the end of this module, participants will:

1. Understand the fundamental concepts of climate change science.
2. Identify the drivers of climate change and their impact on the environment.
3. Recognize observed and projected trends and impacts related to climate change.
4. Familiarize themselves with international and national policy frameworks, including SDG targets for climate action.
5. Analyze different climate change scenarios and their implications for designated districts in Pakistan.
6. Conduct climate vulnerability assessments in designated districts.
7. Acknowledge the crucial role of youth in climate action.

Skill and Behavioural Outcomes:

1. **Environmental Awareness:** Participants will develop a heightened awareness of the climate crisis and its implications.
2. **Empowerment:** Participants will feel empowered to take meaningful steps toward climate mitigation and adaptation.
3. **Climate Literacy:** Participants will acquire a solid understanding of climate science and terminology.
4. **Sustainability:** Participants will embrace sustainable practices in their daily lives.
5. **Vulnerability Assessment:** Participants will gain skills in conducting vulnerability assessments in designated districts.
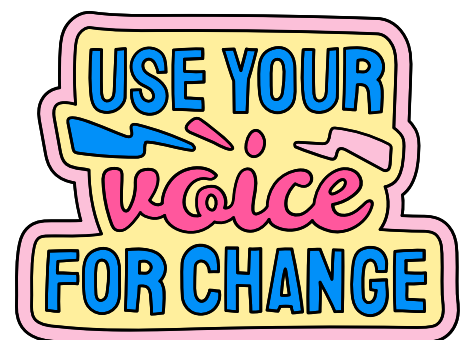
1. An Overview of Climate Challenges and Actions (10 mins)

- **Climate Crisis Overview:** Provide a detailed overview of the global climate crisis, emphasizing the rising global temperatures, melting polar ice caps, increasing frequency of extreme weather events, and the devastating impact of climate change on ecosystems, communities, and economies. Use visual aids such as graphs and images to illustrate the severity of the crisis.
- **Importance of Climate Action:** Explain the critical importance of taking immediate and collective action to combat climate change. Highlight that the consequences of inaction are far-reaching and affect current and future generations. Share compelling stories and real-world examples of communities and individuals affected by climate change.

2. Basic Concept of Climate Change Science (15 mins)

- **Climate Change Fundamentals:** Provide a comprehensive explanation of the basic principles of climate change. Clarify the greenhouse effect, where greenhouse gases trap heat in the Earth's atmosphere, leading to global warming. Discuss the major greenhouse gases, including carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O), and their sources.
- **Climate Science:** Delve into the scientific foundations of climate change, including the role of climate models, data collection through weather stations and satellites, and the concept of radiative forcing. Illustrate how scientists measure and monitor changes in global temperature and greenhouse gas concentrations.

Please make sure that this section is not too technical and is easy to understand for youth participants

3. Drivers of Climate Change (15 mins)

- **Human and Natural Drivers:** Explore in-depth the primary drivers of climate change. Discuss the significant contribution of human activities, particularly the burning of fossil fuels, deforestation, and industrial processes, to the increase in greenhouse gas emissions. Emphasize that human activities are the dominant driver of recent climate change.
- **Global Impact:** Analyze how these drivers affect the global climate system. Explain how increased greenhouse gas concentrations result in global warming, which, in turn, leads to a cascade of effects such as sea-level rise, extreme weather events, and disruptions to ecosystems. Highlight that natural factors, such as volcanic eruptions and solar variability, also influence the climate but to a lesser extent.
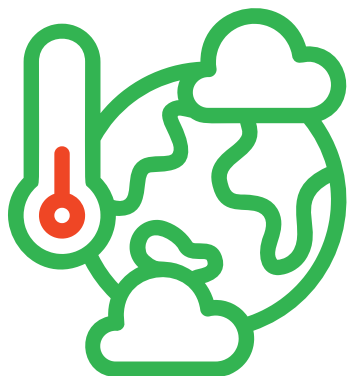
4.Observed and Projected Trends and Impacts in the Climate (10 mins)

- **Observable Changes:** Provide an examination of observable changes in the local climate. Discuss rising global temperatures, increased frequency of heatwaves, changing precipitation patterns, and shifts in ecosystems and habitats. Present concrete examples of regions affected by these changes.
- **Future Projections:** Explore projected impacts of climate change based on various emissions scenarios. Discuss potential consequences such as more severe droughts, increased flooding, changing agricultural patterns, and the displacement of vulnerable communities. Use climate models and visualizations to illustrate future scenarios.

5.International and National Policy Frameworks (10 mins)

- **SDG Targets for Climate Action:** Explain the Sustainable Development Goals (SDGs) related to climate change, emphasizing their global significance.
- **National Policy Frameworks:** Discuss Pakistan's climate policy and its alignment with international commitments.

6.Role of Youth in Climate Action (15 mins)

- **Youth Engagement:** Discuss the pivotal role of youth in advocating for climate action, promoting sustainable practices, and influencing policy changes.
- **Youth-Led Initiatives:** Share inspiring examples of youth-led climate initiatives from around the world.

7.Adoption of Climate Action Practices at an Individual Level in Pakistan (15 mins)

- **The Power of Individual Actions:** Emphasize that collective change begins with individual actions. Discuss how small, everyday choices can collectively lead to significant environmental improvements.
- **Adopting Sustainable Practices:** Provide and inquire about practical examples of climate-friendly practices that individuals can adopt in their daily lives. These practices include reducing energy consumption, minimizing waste, conserving water, and using eco-friendly transportation options like public transit, carpooling, or cycling.

Climate-Friendly Habits:
- Energy Efficiency: Explain the importance of energy efficiency in reducing greenhouse gas emissions. Encourage participants to replace traditional incandescent bulbs with energy-efficient LED lights, use programmable thermostats, and unplug electronic devices when not in use.
- Waste Reduction: Discuss strategies for reducing waste, such as recycling, composting organic materials, and minimizing single-use plastics. Highlight the concept of the circular economy, where products are reused, repaired, or recycled to reduce waste.

Sustainable Transportation:
- Reducing Carbon Footprint: Stress the significance of reducing carbon emissions from transportation. Encourage participants to use public transportation, carpool with others, or opt for fuel-efficient or electric vehicles when possible.
- Active Transportation: Promote walking and cycling as eco-friendly modes of transportation, which not only reduce emissions but also contribute to better health and well-being.

Community Engagement:
- Local Initiatives: Highlight local climate initiatives and community projects that participants can get involved in. Showcase examples of successful grassroots efforts that have made a difference in Pakistan.
- Collaboration: Emphasize the importance of collaborating with neighbors, friends, and community organizations to address climate challenges collectively. Discuss the potential for community gardens, tree-planting drives, and clean-up campaigns.

Disaster Profiling:
- Developing Personal Climate Action Plans: Encourage participants to create their own personalized climate action plans. These plans should outline specific actions they commit to taking, along with timelines and measurable goals.
- Monitoring and Accountability: Stress the importance of monitoring progress and holding oneself accountable for implementing climate-friendly practices. Encourage participants to track their energy and water usage, waste reduction efforts, and transportation choices.

Module 9: Gender Equality

Welcome to the "Gender Equality" module. In this session, we will delve into various aspects of gender equality, including gender stereotyping, manifestations of gender bias, women's rights, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), gender equality issues in Pakistan, and gender mainstreaming.

Learning Outcomes:

By the end of this module, participants will:

1. Understand the concept of gender stereotyping and its impact on individuals and society.
2. Recognize the various manifestations of gender bias and discrimination.
3. Gain knowledge about women's rights and the importance of gender equality.
4. Familiarize themselves with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
5. Identify gender equality issues specific to Pakistan.
6. Explore strategies for gender mainstreaming, including women's political representation, access to higher education, property rights, and anti-harassment laws and mechanisms.

Behavioural Outcomes:

- **Empathy:** Participants will develop empathy and sensitivity towards gender-related issues.
- **Awareness:** Participants will become more aware of the manifestations of gender bias and discrimination.
- **Advocacy:** Participants will be motivated to advocate for gender equality and women's rights.
- **Critical Thinking:** Participants will engage in critical thinking about gender stereotypes and gender equality challenges.

Skill Outcomes:

- **Communication:** Participants will enhance their communication skills to effectively address gender equality issues.
- **Problem Solving:** Participants will acquire problem-solving skills related to gender disparities and discrimination.
- **Advocacy:** Participants will develop advocacy skills for promoting women's rights and gender equality.
- **Gender Mainstreaming:** Participants will learn strategies for promoting gender mainstreaming in various sectors.
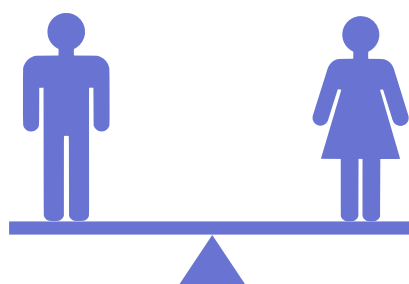
Module Outline:

1.Gender Stereotyping (15 mins)

- **Gender Stereotypes:** Gender stereotypes are deeply ingrained cultural beliefs or assumptions about how individuals of different genders should behave, think, or express themselves. These stereotypes often reinforce traditional gender roles and can lead to discrimination and bias.
- **Impact of Stereotypes:** Discuss the far-reaching impact of gender stereotypes, such as limiting opportunities for both women and men, perpetuating harmful behaviors, and creating an environment where individuals feel pressured to conform to societal expectations.
- **Challenging Stereotypes:** Encourage participants to actively challenge and break free from gender stereotypes. Provide examples of individuals who have defied stereotypes to inspire positive change and empowerment.
- **Group Activity: Stereotype Deconstruction (10 mins):** Engage participants in an activity where they identify and challenge common gender stereotypes.

2.Manifestations of Gender Bias/Gender Discrimination (20 mins)

- **Recognizing Gender Bias (5 mins):**

Activity: Participants identify and discuss various forms of gender bias and discrimination prevalent in society.

- **Real-life Examples (5 mins):**

Discussion: Share and reflect on real-life examples of gender discrimination to illustrate its multifaceted impact on individuals and communities.

- **Exploring Gender Roles and Identity (5 mins):**

Discussion: Introduce the concept of gender roles and identity. Explore how societal norms and expectations can influence and constrain individuals' behaviors, choices, and opportunities.

Activity: Participants can share their experiences or observations on how gender roles have influenced their lives or those around them.

- **Interactive Discussion: Discrimination and Gender Roles Scenarios (5 mins):**

Activity: Present scenarios for group discussions to analyze gender discrimination, the influence of gender roles, and suggest solutions.

Example Scenario: "Alex, a skilled engineer, is often passed over for field assignments because she is a woman, while her less experienced male colleagues are given those opportunities. Simultaneously, John, an excellent caregiver, faces ridicule for his decision to work in a profession predominantly occupied by women. Discuss the gender biases and roles at play and propose strategies to address them."

3.Women's Rights (15 mins)

- **Overview of Women's Rights:** Explore the fundamental rights that women are entitled to, including the right to life, liberty, and security of person; freedom from torture, cruel, inhuman, or degrading treatment; and the right to participate in government.
- **Historical Perspective:** Provide a historical context for women's rights movements, showcasing significant milestones such as the suffrage movement and the adoption of the Universal Declaration of Human Rights.
- **Intersectionality:** Emphasize the intersectionality of women's rights, acknowledging that gender discrimination often intersects with other forms of discrimination based on race, ethnicity, class, or disability.

4.Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (15 mins)

- **Understanding CEDAW:** Explain the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), a landmark international treaty adopted by the United Nations. Discuss its purpose, principles, and goals.
- **Key Provisions:** Highlight key provisions of CEDAW, including the elimination of discrimination against women in political and public life, access to education and healthcare, and protection against gender-based violence.
- **Impact of CEDAW:** Explore the tangible impact of CEDAW on gender equality and women's rights worldwide, showcasing examples of countries that have made strides in achieving gender parity through CEDAW implementation.

5.Gender Equality Issues in Pakistan (25 mins)

- **Pakistan's Context:** Explore gender equality issues specific to Pakistan, including cultural and societal challenges.
- **Data and Statistics:** Present relevant data and statistics related to gender disparities.
- **Group Activity: Role Reversal Exercise (15 mins) -** Participants can engage in a role reversal activity where they temporarily assume the opposite gender's perspective. This exercise can help them better understand the challenges and biases faced by the opposite gender.

### 6.Gender Mainstreaming (20 mins)

- **Defining Gender Mainstreaming:** Explain the concept of gender mainstreaming and its importance.
- **Areas of Focus:** Explore gender mainstreaming in women's political representation, access to higher education, property rights, and anti-harassment laws and mechanisms.

7.Role-Playing Scenarios (30 mins)

Divide participants into groups and provide them with scenarios related to gender bias and discrimination. Ask each group to act out the scenario, portraying both the victim and the person perpetrating the discrimination. This activity helps participants understand the real-life implications of gender bias and encourages discussion on how to address such situations.

8.Interactive Timeline (15 mins)

Create a visual timeline of key milestones in the women's rights movement in Pakistan. Ask participants to add their own milestones or events they consider significant. This activity promotes awareness of historical progress and encourages reflection on future goals.
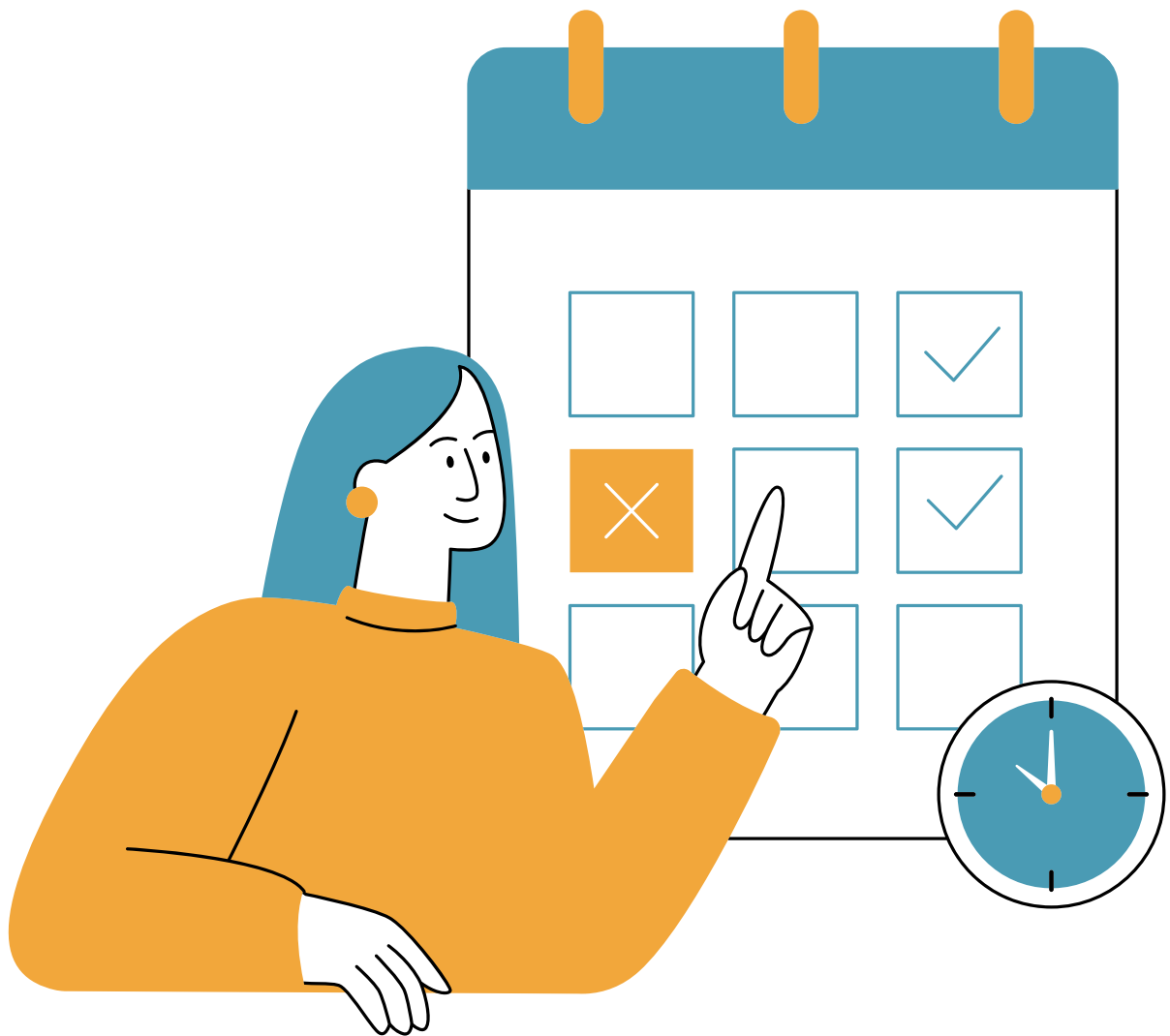
Module 10: Youth Mobilization Skills

The Youth Mobilization Skills module provides a comprehensive understanding of youth mobilization, including its objectives, methodologies, and practical measures. Participants will learn how to identify target audiences, plan and implement mobilization projects, and effectively manage resources for youth engagement. This module emphasizes the importance of needs assessment, visioning, strategy development, and community linkages.
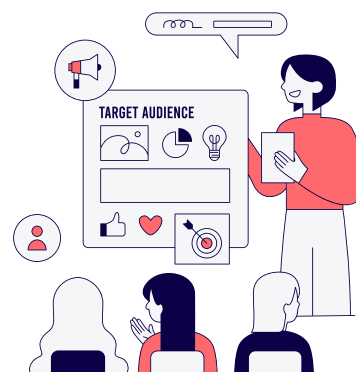
Learning Outcomes:

By the end of this module, participants should be able to:

1. Define youth mobilization and its significance in community development.
2. Identify key questions in youth mobilization: Whom to mobilize, who should lead, and why.
3. Conduct needs assessments and analyze social facts to inform mobilization efforts.
4. Develop and manage youth mobilization groups effectively.
5. Apply a structured methodology for framing and implementing mobilization work, including visioning, strategy development, and work planning.
6. Understand the importance of recruitment, human resource management, monitoring, reporting, and building linkages in successful mobilization efforts.

Skill and Behavioural Outcomes:

1. **Strategic Mobilization Planning:** Develop and execute structured plans for youth mobilization, incorporating thorough needs assessments, clear vision, actionable goals, and timelines.
2. **Resource and Team Management:** Effectively manage human resources and allocate resources optimally, ensuring efficient team performance and project execution.
3. **Community Engagement:** Build and strengthen linkages with community organizations and stakeholders, fostering collaboration and adaptability to meet evolving community needs.
4. **Accountability and Evaluation:** Uphold responsibility for project outcomes, ensuring regular monitoring, reporting, and evaluation to enhance project impact.
5. **Empowerment and Leadership:** Enhance community, especially youth empowerment, instilling a sense of ownership in development and mobilization initiatives, and encouraging active participation and leadership.

Module Outline:

Introduction to Youth Mobilization (15 mins)

- Define youth mobilization and its role in community development.

Brainstorming

- Mobility
- Unity
- Action to do something
- People working in a group for a cause

Definition: "To be united and start action."
- Explain the significance of mobilizing youth for positive social change.

Key Questions in Youth Mobilization (10 mins)

- Explore the three fundamental questions in youth mobilization: Whom to mobilize, who should lead the mobilization, and why mobilization is necessary.
- Emphasize the role of youth leadership in mobilization efforts.

Needs Assessment and Social Facts (10 mins)

- Discuss the importance of conducting needs assessments and analyzing social facts.

In the context of conducting needs assessments, setting clear priorities is paramount. Establishing our priorities not only streamlines the assessment process but also helps in effective resource allocation and planning. When we embark on a needs assessment, we often encounter a multitude of pressing issues within a community, ranging from water scarcity, food security, shelter, education, sanitation, to employment opportunities. To conduct a thorough and efficient needs assessment, it's essential to prioritize these issues. By identifying primary concerns, we can focus our immediate attention and resources on addressing the most urgent needs within the community. Simultaneously, we can develop a comprehensive strategy for addressing secondary concerns. This approach ensures that our needs assessment process is both targeted and holistic, ultimately leading to more effective solutions that cater to the community's most pressing needs

- Explain how social data informs mobilization strategies and helps address community needs.

6.Gender Mainstreaming (20 mins)

- Provide guidance on how to create and manage effective mobilization groups.
- Discuss the roles and responsibilities of group members.
- **Networking:**

This is necessary to broaden our linkages to unite like-minded people and spread our message to enhance our support. We can receive more cooperation and financial support, we develop our strength with more human resource, we can have sharing of work. We can produce variety of work from our plat form; we can share work and develop linkages to further like-minded organizations.

Methodology for Mobilization (30 mins)

Present a structured methodology for youth mobilization work, including:
- Visioning: Setting clear goals and aspirations.
- Strategy Development: Planning effective mobilization strategies.
- Work Planning: Creating actionable plans with timelines and resources.
- Recruitment: Attracting and engaging volunteers and participants.
- Human Resource Management: Effectively managing mobilization team members.
- Monitoring and Reporting: Tracking progress and reporting on outcomes.
- Building Linkages: Establishing connections and collaborations with relevant community organizations.
- Financial assistance

Activity: Mobilization Strategy Development (50 mins)

- Participants work in groups to develop mobilization strategies for specific scenarios or community challenges.
- Each group presents its strategy, emphasizing the logical steps taken.

Case Studies and Best Practices (10 mins)

- Share case studies of successful youth mobilization initiatives.
- Discuss best practices and lessons learned from these initiatives.

Trainer's Guidelines:

- Encourage active participation and discussions among participants.
- Use real-life examples and stories to illustrate key points.
- Foster a collaborative and supportive learning environment.
- Offer guidance and feedback during the strategy development activity.

Resources and Further Development:

- Handouts with resources on youth mobilization needs assessment, and strategic planning.
- Recommended readings, websites, and organizations focused on youth mobilization.
- Opportunities for participants to connect with youth-oriented community organizations.

Module 11: Youth Enagagement in Decision Making

This session focuses on the meaningful engagement of youth in decision making. We will explore opportunities and challenges for youth leaders in local government, the concept of minority youth quotas in education, and the importance of creating space for youth in various decision-making levels.

Learning Outcomes:

By the end of this module, participants will:
1. Understand the opportunities available for youth leaders in local government.
2. Recognize the concept and benefits of minority youth quotas in education.
3. Appreciate the importance of involving youth in decision-making, especially in local government.
4. Reflect on their personal roles in promoting youth engagement in decision-making.
5. Develop action plans for actively contributing to youth participation in their communities.

Skill and Behavioural Outcomes:

1. **Empowerment:** Participants will feel empowered to actively engage in local government and community decision-making processes.
2. **Awareness:** Participants will develop an awareness of minority youth quotas and their potential impact on educational equity.
3. **Advocacy:** Participants will be motivated to advocate for youth representation in decision-making bodies.
4. **Critical Thinking:** Participants will develop critical thinking skills related to minority youth quotas and their implications.
5. **Action:** Participants will create action plans to contribute actively to youth engagement in decision-making.

1. Opportunities for Youth Leaders (15 mins)

- **Defining Youth Leadership:** Youth leadership is about young individuals taking active roles in shaping their communities and societies.
- **Youth in Local Government:** Young leaders can play significant roles in local government through youth councils, advisory positions, and community development initiatives.
- **Case Study:** Successful Youth Leader in Local Government (Optional, 5 mins): Let's explore the inspiring journey of a young leader who made a significant impact on local government and community development.

2.Minority Youth Quota in Education (15 mins)

- **Understanding Minority Youth Quotas:** Minority youth quotas in education reserve a certain percentage of seats or opportunities for minority youth.
- **Benefits and Challenges:** These quotas aim to increase representation and address underrepresentation, offering benefits while also presenting challenges.
- **Interactive Activity: Quota Simulation (Optional, 10 mins):** Let's engage in a role-play or simulation exercise to understand how minority youth quotas work in practice.

3.Making Room for Youth in Decision Making (15 mins)

- **The Significance of Local Government:** Highlight the vital role of local government in shaping communities, making decisions that directly affect people's lives, and addressing local issues.
- **Need for Youth Representation:** Stress the importance of involving youth at different decision-making levels, particularly in local government, where decisions have a direct impact on communities.
- **Youth Advisory Boards:** Emphasize the value of establishing youth advisory boards or committees at local, regional, and national levels, creating structured avenues for youth participation.

4.Group Discussion (10 mins)

In groups, brainstorm and share ideas on how we can increase youth participation in local government

- I**ntroduction:** The facilitator introduces the group discussion topic and its importance.
- F**ormation of Groups:** Participants are divided into small groups of 3-5 individuals. Each group should have a facilitator or a group leader.
- T**opic Exploration:** Instruct each group to explore the following questions and topics within their discussion:

  - What are the current challenges young leaders face in participating in local government decision-making?
  - How can local governments create more opportunities for youth involvement?
  - Are there specific policies or initiatives that can be implemented to enhance youth representation?

- **Group Discussion:** Participants within each group engage in a structured discussion, sharing their thoughts, ideas, and potential solutions to the questions posed. Encourage active participation from all group members.
- **Ideas and Recommendations:** Each group is asked to summarize their key ideas and recommendations for promoting youth engagement in local government decision making. One group member can be designated to present these ideas.
- **Sharing and Discussion:** Each group takes turns presenting their ideas and recommendations to the larger group. After each presentation, allow for brief open discussion and questions from the rest of the participants.
- **Facilitator's Summation:** The facilitator provides a brief summary of the common themes and innovative ideas discussed during the group activity.

5.Facilitated Discussion (20 mins)

ORID Method: Let's engage in a facilitated discussion using the ORID method (Objective, Reflective, Interpretive, Decisional) on this topic.

- Objective (5 mins): Share objective facts and information about youth engagement in decision making.
- Reflective (5 mins): Reflect on personal experiences or observations related to youth leadership and decision making.
- Interpretive (5 mins): Discuss the significance and implications of involving youth in decision making.
- Decisional (5 mins): Make commitments and decisions regarding how you can promote youth engagement in decision making.

Module 12: Action Planning

The aim of the session is to prepare the participants for practically demonstrating the workshop learning into actions to end child marriages in communities. This is an action planning session in which the participants will design their desired social action projects (SAPs) that they intend to implement in their communities and campuses. They will clarify goals, objectives, topics and formats of the SAPs.These SAPs may vary from seminars to walks, door-to-door campaigns, walks, rallies, signature campaigns, film screenings, celebrations, debating events, orientation sessions, painting and photography exhibitions, etc. They could also include online and social media campaigns, online petitions, documentary making, Twitter trending, Facebook/ Instagram chats, etc. Commitment forms will also be signed by participants to ensure the participants carry out SAPs.
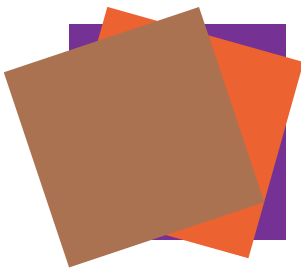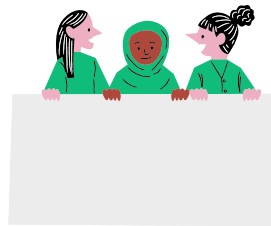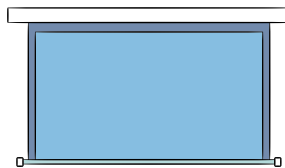
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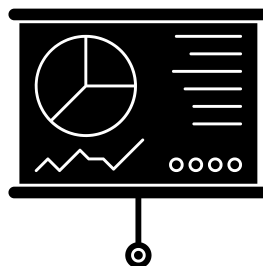
Chart papers

Placards

Sticky Notes

Projector

Screen

Pens and
Board Markers

Powerpoint Presentation

Brief and Planning:

An overview of the day will be given to refresh concepts and ideas regarding running campaigns, event management and such actions. Participants must be provided chart papers, markers, sticky notes and placards to plan actions and organize work.

Take 30 minutes to explain the basics of planning (Vision, Mission, Goal, Objectives, Strategies, Activities, budgeting, media and communication plan etc) by emphasizing to think in terms of results and outcomes rather than just activities. You will have to encourage questions and ensure that the participants are clear about the planning process. By this time of the workshop, it is anticipated that thematic focus, area of intervention (social action project) and target audience for each participant is clear.

Give another 25 minutes to form groups.They would only need to think systemically. Some participants would also tend to be too broad about selecting their intervention. They would need help in narrowing down their focus and audience for clear objectives and tangible results. The teams must have more than one ideas. Please emphasize for making collaborations and linkages with groups, student societies, departments and government bodies in the communities and campuses so that the SAP impact is enhanced.

Within the group, you will also need to ask the participants to make regular communication channel and clear roles and responsibilities of each team (team lead/ focal point, reporter, documentation and database maintainer), and the reporting format of the SAPs will also have to be shared.

Social actions will act as practical implementation of the skills learnt at the training.

Activity:

Divide participants into groups of 5 people. Ask them to design a SAP engaging local community as leaders of said community. You may use the following template for planning of the SAP and making a proposal:

Names and contact details of group members	Duties of each group member	Name of the social action project (SAP)	Brief summary of SAP	Objectives	Hashtag for SAP and its slogans
Tentative number of beneficiaries	Online and offline campaigning	Proposed date of the SAP	Proposed venue	Resources needed	Feasibility of the SAP

Participants must take 45 minutes to design social actions, and write all details down on a chart paper. Important points can be highlighted with sticky notes or placards.

Presenting Social Actions Projects and Feasibility

Each group will be given 10 minutes to present their plans for social actions and participants will be given opportunity to do question answers. Once the SAPs are finalized, the organizers will develop a consolidated spreadsheet of the SAP details after the workshop is over so that they can follow-up on start executing the SAPs.

The participant must also know who from Bargad is the focal person for regular updates on the progress of the SAPs.

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