

Mango Training Partnerships – Case Study

Plan

In 2008 Mango and Plan International established a training partnership to roll out grant management training to Plan's global operations staff.

Mango had already developed a 2-day grant management course (*FM8: Successful Grant management: How to Keep Your Donors Happy*) as part of its open training offer but Plan needed a course that was tailored to their own practices and systems. Mango therefore worked with Plan International's Head Office staff to adapt the FM8 course so that it matched their own requirements. We wrote a new course together which Plan called *Module A: Successful Grants Management*.

The course materials produced include a comprehensive trainer's pack of session plans, facilitator's notes and activities resources, plus a course work book and course handbook for trainees. Plan purchased a materials license for unlimited use of the materials with ongoing support from Mango senior trainers.

The next step was to train trainers to deliver the new course. Mango created a special Training for Trainers (TFT) course to train up to 12 grants officers from Plan's four regions. The TFT course included sessions on the participatory approach, how to use plain language, making effective use of resource materials, group facilitation skills and how to use Mango's trainer's pack. This was delivered twice in the first year.

The grant management trainers, none of whom were experienced trainers, then rolled out the training in their regions in pairs, according to an agreed programme over the ensuing 6 months. After the first deliveries, the materials were revised following feedback and new ideas from the trainers. The programme has gone from strength to strength as the course itself has been warmly received and the confidence of the trainers has grown. In the first two year, the Grant Management course was run 44 times in 40 counties, training 833 people.

The Module A course has developed a reputation for its effective training approach. One interesting and unexpected development is that other Plan trainers involved in non-finance courses are now approaching their Mango-trained colleagues for advice and tips.

Success factors:

- Developing grants management capacity has been a priority for Plan. This meant that the initiative was supported at a very high level and was well resourced.
- Plan's Leadership Development Manager championed the project. She encouraged and led the initiative from the start, and continues to do so.
- The new trainers worked in pairs to roll out the programme. This enabled them to support each other as they built their confidence and training skills.
- Course training materials have been centrally controlled and updated by Mango, to ensure a consistent approach in delivery and practice
- Mango applied its successful approach of taking the fear out of finance and expertise in course design and training for trainers.
- Building on the success of Module A course, Mango has delivered TFT course for grants training officers from Plan's National Organisations to enable them to develop and deliver grants specialist training courses for staff in the field.