

CAPACITY DEVELOPMENT PROCESS ON THE APPLICATION OF **GRM** MODEL

For Oxfam Partners

Process

- **Step 1: Conduct the Training Need Assessment (TNA)**
- **Step 2: Organize the Consultative Meeting**
- **Step 3: Conduct the 5days of TOT “on the application of Gender Road Map (GRM) Model”**
- **Step 4: Provide the Coaching**
- **Step 5: Organize the Reflection/Refresher Workshop**
- **Step 6: Writing project report**

Step 1: Conduct the Training Need Assessment (TNA)

The TNA will highlight some importance aspects such as:

- 1) assess the participants' knowledge mainly relate to gender concept and behavior/practices toward promote gender equality in workplace,
- 2) assess participants' skills whose from difference backgrounds, fields, and organizations,
- 3) indentify with the nature of work within each Oxfam partner, and
- 4) assess needs and expectation of participants relate to the capability development.
- TNA will guide the facilitators (GADC) delivery effective training based on the knowledge and capacities of each participant.
- All participants are able to gain high knowledge and experiences in applying the GRM model when we use the appropriate methodologies to transfer the knowledge and skills.

Step 2: Organize the Consultative Meeting

- GADC will develop the TOT manual for provide the capacity development include training and coaching in using the GRM Guidebook and applying the GRM model in organization and project.
- Then, we will organize consultative meeting with experienced persons who have been worked with GRM Model such GADC staff, Oxfam staff, and some Oxfam partners.

Step 3: Conduct the 5days of TOT “on the application of Gender Road Map (GRM) Model”

- ❑ The first 2 days of training: focus on the gender concept (Section 2 of GRM Guidebook). Participants will learn and reflect on the gender issues, gender stereotype and practicing of gender in Cambodia context.
- ❑ The second 3days of training: discuss on the GRM Tools through practicing in class. Participants will have opportunities to practice the tools, especially the step of GRM designing and follow up the GRM work plan.

Step 4: Provide the Coaching

Activities	Days	# NOGs
1. Coaching during the training on gender concept which will run by the Oxfam partners	2 days	All NOGs trained One by one
2. Coaching in the monthly meeting which will run by the Oxfam partners	1 days	All NOGs trained One by one
3. Coaching in the GRM Designing which will run by the Oxfam partners	2days	All NOGs trained One by one
4. Coaching in developing the work plan with beneficiary which will run by the Oxfam	1 day	All NOGs trained One by one
5. Coaching in the follow up and monitoring session which will run by the Oxfam partners	1 day	All NOGs trained One by one
Total	7 days	7days /NGOs

There are 6-8 months to complete the coaching process

Step 5: Organize the Reflection/Refresher Workshop

- 1 Day workshop will bring all GRM's implementer (participants) to work together for sharing experiences, challenges, and successful story in applying the GRM.
- There will be help them to learn more from each other in using the effective of GRM model; however, they work in difference field and organization.
- Also, we might gather more practical experiences and lessons learned to add or revise on the GRM Guidebook in future to improve the quality and effective of model.

Step 6: Writing project report

- A project report will be written by the GADC Team after completing the whole process of this Capacity Development Plan on application of the GRM model.