

One-Day Training Module

Confidence Building for Farmers' Organization Leaders

FAO-MMI A2F



Overall objectives

For participants to:

1. Understand more about their own confidence;
2. Overcome barriers to confidence;
3. Come away with concrete tools to increase confidence in different situations;
4. Develop a network of support among FOs.

Approach

Building an environment of trust

Looking into issues around confidence requires an environment where participants feel comfortable to share about themselves. A feeling of trust and security within the group is very important and so before diving into the sessions on confidence itself, some time is needed to develop the right environment. This module spends the first hour focusing on this building of trust within the group.

Reflection

Following this, time is given for reflection and sharing around different issues related to confidence. This allows participants the opportunity to look inward, understand themselves better and see the areas where they need to focus in order to become more confident.

Skill Development and Practice

Recognizing that confidence is also linked to skills, this module looks at strengthening both. A key area where FO leaders reported lack of confidence is in consensus building among members, so time is dedicated to giving participants the opportunity to practice this and develop more confidence with it.

Take-Aways

In addition to the opportunity for reflection and skill development, this module leaves participants with some concrete take-aways, including tools and a network of support.

Facilitation

As a facilitator of this module, your role is to help create a positive environment where participants feel comfortable enough to look within themselves and share with others. Your attitude will set the tone for the rest of the participants, so it is very important to show openness and patience as well as not to be judgmental of what participants are sharing. The enthusiasm and confidence that you show as a

facilitator will be contagious. It is very important that you guide the sessions in a way that everybody feels that their contribution is valuable, and everybody feels that they can speak. This may mean asking the participants who tend to speak more often to give space to those who speak less, and encouraging those who speak less to contribute. This must be done in a sensitive way, not by force, but more by showing that you also value what they have to say. Show patience and don't rush the process.

Be sure to have completed the module yourself ahead of time so that you can properly guide others. This is important as some of the exercises have the power to lead to strong insights and changes in ways of thinking, but this can only take place if they are facilitated properly. Most of the sessions have some points to be used for debriefing after completing the sessions. It is very important that these are discussed so that the key messages from each activity are understood by the participants.

Schedule

Time	Activity
9:00 – 9:05	Opening activity
9:05 – 9:20	Introduction and ground rules
9:20 – 9:40	Positive feedback circle
9:40 – 10:00	Trust-building activity – Blind walk
10:00 – 10:30	Tea break
10:30 – 11:00	Confidence vs. skills
11:00 – 11:10	False vs. genuine confidence
11:10 – 11:40	Areas you feel confident
11:40 – 1:00	Understanding and overcoming barriers to confidence
1:00 – 2:00	Lunch and prayer
2:00 – 2:10	Energizer – rotten fruit collection and laughing yoga
2:10 – 2:30	Visualization
2:30 – 3:00	How to build consensus
3:00 – 3:20	Tea break
3:20 – 5:00	Consensus building practice exercise
5:00 – 5:05	Energizer
5:05 – 6:05	Building a network of support

Session by Session Guide

9:00 – 9:05 – Opening Activity (5 minutes)

Goal: Bring participants to calm place in themselves so that they can focus and be present throughout the day

Room setup: Chairs in a circle

Instructions

1. Invite participants to sit comfortably and then close their eyes.
2. Then invite them to take a slow, deep inhale, counting to 5 as they breathe in, and then a slow exhale, counting to 5 as they breathe out. Repeat this 3 more times.
3. Then invite participants to stand up. Lead them in a series of stretches. This can be touching toes, twisting to the right, twisting to the left, arm circles, reaching up to the ceiling and interlacing fingers.
4. Then invite everyone to sit down again, close their eyes and just sit quietly for a moment or two before the introduction begins.
5. **Debrief:** Remind participants that they can do these simple exercises at any time they like by themselves as a way to come to a place of calm and focus within themselves.

9:05 – 9:20 – Introduction and Ground Rules (15 minutes)

Goal: Introduce participants to the topic of confidence building and start to create an environment of trust where participants feel comfortable to open up.

Room setup: Chairs in a circle with an easel and paper next to the facilitator

Supplies: Flip chart; tape; marker to write with.

Instructions:

1. During this session you will welcome everybody and establish some ground rules for the day. As the day is about confidence building and this can be a sensitive topic, it is very important to create an environment where people feel comfortable and able to open up a bit.
2. Then begin explaining how today we will be working on building confidence, and in order for this to be effective, it is helpful for people to feel comfortable to share what they are feeling and to not feel judged by others.
3. Then you can open the floor to establish ground rules as a group. Write down the different things that come up on the large paper and then hang this on the wall as a reminder throughout the day.
4. Some important things that should be added if they are not mentioned by the group:
 - We will not judge each other

- We allow each other to share openly and honestly
- We recognize that everybody has strengths and weakness
- Everyone here is equal
- If you feel uncomfortable sharing, you do not have to

9:20 – 9:40 – Positive Feedback Circle (20 minutes)

Goal: Create a positive environment that recognizes the contributions and positive qualities of all members of the group

Supplies: List of positive statements

Room setup: Chairs in a circle with the backs of the chairs facing towards the middle of the circle

Instructions:

1. Invite participants to sit in a circle with their backs facing the middle and their eyes closed;
2. Tap 4 people on the shoulder and invite them to come and stand in the middle of the circle. It should be done so that the others don't know who has come into the middle of the circle;
3. The facilitator will then read out 4 positive statements, and the people in the middle will tap the back of people sitting that they feel these statements apply to. The ones sitting in the circle will keep their eyes closed throughout and will not know who is tapping them;
4. Then the facilitator will ask the people in the middle to sit down again, and 4 new people will be tapped on the shoulder and invited to come in the middle. Four more statements will be read. This continues until everyone has had a chance to come in the middle.
5. Examples of statements:
 - a. Someone who has taught you something;
 - b. Someone who is very open;
 - c. Someone who has opened my mind;
 - d. Someone who has helped me when I needed it;
 - e. Someone who has a positive attitude
 - f. Someone who has made a positive difference in their organization;
 - g. Someone who inspires me;
 - h. Someone who is generous;
 - i. Someone who is helpful;
 - j. Someone who is a good communicator;
 - k. Someone who is very funny;
 - l. Someone who is well organized;
 - m. Someone who puts their heart into their work;
 - n. Someone who is kind;
 - o. Someone who is hard working;
 - p. Someone who is innovative and so on...
6. Be sure to prepare the list of enough positive statements ahead of time. Also

- keep in mind whether or not the participants know each other well. If they do not, then the statements will need to be less specific;
7. Keep an eye out that everybody gets tapped on the back at least once or twice.

9:40 – 10:00 – Trust-building Activity – Blind Walk – 20 minutes

Goal: *Build trust and teamwork within the group*

Room Setup: *You will need to establish some sort of obstacle course ahead of time, ideally starting in the room, going outside and then coming back to the room.*

Supplies: *Blindfolds for all of the participants (except 4)*

Instructions:

1. Ask for 4 volunteers that don't feel so confident leading a group;
2. Invite participants to stand up, form a line and put on their blindfolds;
3. Explain that they will be led by the 4 volunteers around an obstacle course;
4. Participants should then put their hands on the shoulders of the person in front of them and then follow them based on the instructions they receive from the people who are not blindfolded;
5. The group will be led through the obstacle course and then be brought back in to the room. IMPORTANT: the facilitator(s) should let the volunteers lead the group, but they should keep an eye out if somebody is about to fall down or run into something that they are kept safe;
6. **Debrief:** *When you are back in the room, ask participants (both the ones leading and the ones blindfolded) how the exercise felt for them, what did they learn? It is good to emphasize the importance of trust here.*

10:30 – 11:00 – Confidence vs. Skills – 30 minutes

Goal: *To understand the difference between confidence and skills before starting to dig deeper into issues relating to confidence*

Room Setup: *Chairs in a circle facing inwards with 2 pieces of flip chart hanging next to facilitator*

Supplies: *Flip chart; marker*

Instructions:

1. Explain to participants that there is often confusion about the difference between confidence and skills. Therefore we will have a little bit of discussion about this to come to a clear understanding of what we mean when we say 'confidence';
2. You will have two pieces of flipchart hanging. On one of them write the word 'confidence' and on the other, write the word 'skill';

3. Ask the group to reflect on what is confidence, and what is skill, and to share with the group. Make notes on the flip chart of what is said for each term. Give a few minutes for reflection and about 10 minutes for people to share;
4. Some points to add if they are missed:
 - a. Confidence
 - i. Something we feel inside, more internal
 - ii. Difficult to measure, but we know when we feel it – like love
 - iii. Not worrying what others will think of you
 - iv. Feeling good about yourself
 - v. Trusting yourself
 - vi. Believing in yourself
 - vii. Knowing that you have value
 - viii. Confidence can be related to a specific skill, but can also be more general
 - ix. Just because we have a skill, does not mean we are confident
 - x. Keeping going even when people discourage you
 - b. Skill
 - i. Being able to do a specific task
 - ii. Ability to achieve a specific result consistently
 - iii. Something more external
5. Then open the floor for discussion and feedback.
6. **Debrief:** *Share that today we will be looking more at how to build confidence than how to acquire skills. While having skills can help you to feel more confident, it does not guarantee it. For this reason, we want to look at issues of confidence, though we will also spend a bit of time on skill-building later in the day.*

11:00 – 11:10 – False vs. Genuine Confidence – 10 minutes

Goal: *Help participants to understand the difference between false confidence and genuine confidence.*

Room Setup: *Chairs in a circle facing inwards with flip chart hanging next to facilitator*

Supplies: *Flip chart; marker*

Instructions:

1. Explain to participants that some people may seem very confident because they are in a position of power, but actually inside they are not confident at all. They are just using the power they have to control people and then taking some sense of confidence from that. This is false confidence. What we are discussing today is genuine confidence that comes from within. This is a confidence that cannot be taken away if a position of power is lost. It is more stable and more reliable.
2. Invite participants to take a minute to think about people with false confidence. What sort of qualities do they have? Are they really respected or

- just feared? Ask them to share with the group and write down what is shared on a piece of paper titled 'False Confidence'.
3. Then invite participants to think about people they know who are genuinely confident. What sort of qualities do they have? How do other people react to them? Write these on a separate piece of paper titled 'Genuine Confidence'
 4. **Debrief:** *Ask participants to reflect on what type of confidence they would like to build and why.*

11:10 – 11:40 Areas you feel confident – 20 minutes

Goal: *To develop a sense of confidence in all participants, to show that there are many areas that they already feel confident.*

Room Setup: *Chairs in a circle facing inwards with easel and paper next to facilitator*

Supplies: *Easel and paper; marker to write with*

Instructions

1. Invite participants to take some time to think about/write down areas they feel confident. It might be hard for some of them to get going at the beginning, so invite them to be as creative and random as they can. Ask them to try and fill a whole piece of paper with things. For participants that do not feel comfortable writing, assign a facilitator to write for them. To make things light, you can give them examples like, 'I feel confident cutting vegetables' or 'I feel confident walking' and then other things like 'I feel confident leading a group' or 'I feel confident speaking in front of others'. The idea is to help participants realize that there are many areas where they feel confident already. Allow 5 minutes for this reflection.
2. Then go around the circle and invite participants to share 2 of the most important ones with the group. Write these down on a flip chart with the name of each person and the areas they feel confident. This is a great way of seeing all of the diverse areas of confidence in the room. And it will also serve later when a network of support is developed. Then hang the pieces of flip chart around the room.
3. **Debrief:** *Remind participants that they all have areas where they are confident, and to remember these when they find themselves in situations where they don't feel confident.*

11:40 – 1:00 – Understanding and overcoming barriers to confidence – 1 hour & 20 minutes

This section is broken into 3 sessions. The overall objective is for participants to understand what it is that blocks them from feeling confident, and to overcome it.

Room Setup: *Chairs in a circle facing inwards*

Introduction – 10 minutes

Goal: Share with participants some basics about barriers to confidence

Instructions:

1. Explain to participants that we are about to start a session to understand and overcome barriers to confidence, and that before starting you would like to share some things to consider.
2. Share that we are actually naturally confident. Think about a baby, for example. They don't worry about what others will think of them, wondering if they look bad. They are naturally confident. So why is it that we don't feel confident? It is because over time we have come to believe negative thoughts we have about ourselves that we are not good enough, that we don't know enough, that others are better. We spend a lot of energy worrying what others will think of us, instead of focusing on our strengths.
3. Share that of course there are some things we just have to accept about life:
 - Not everyone will agree with what we are doing.
 - Everyone is just trying to do what makes them happy.
 - Sometimes this will overlap with what we are doing and so collaboration can happen, but sometimes this will not overlap with what we are doing and resistance will come.
 - But we should not take this personally, as if we are not good enough. It's just the way things are.
 - This does not mean they cannot change, but we should not feel less confident about ourselves because we cannot change them immediately.
 - It is also important to remember that all things come and go in life. Even a situation that you feel nervous or unconfident about will also pass. Knowing this, don't worry too much about any particular situation.
 - The fear of things not working out can sometimes stop us from doing something and make us not feel confident. But in the end, all we can do is our best and then see what happens.
 - That said, let's look at how we can understand and overcome barriers we face to feeling fully confident.

Helpful vs. harmful thoughts – 10minutes

Goal: Participants understand the difference between helpful thoughts and harmful thoughts

Instructions:

1. Explain that in general we can put our thoughts into 2 categories: helpful thoughts and harmful thoughts. Explain how we don't feel confident because we believe our harmful thoughts.

- a. **Helpful thoughts** are normally related to practical things and don't leave a feeling of lack of confidence, or 'bad smell' in our mind. These are things like, 'I need to go and buy some milk,' or, 'I need to go and meet with members of the finance committee to discuss a new investment.' They are quite clear and generally lead to some sort of productive action.
 - b. **Harmful thoughts** are related more to feelings of insecurity and lack of confidence. They leave a 'bad smell' in our mind, making us feel bad about ourselves and not confident. Some examples: 'If I speak up in front of everyone they will think I am stupid,' or, 'I am not powerful enough to be able to make a difference in the community.'
2. Explain how you will now do a small exercise to see if everyone can understand the difference. On a piece of flip chart you will write a category, and then ask the group to identify what some relevant helpful thoughts would be and what some relevant harmful thoughts would be. Examples are included below. Let the group first suggest thoughts and then if they seem to not understand properly, you can give the thoughts below:
- a. **Category: Dialoguing with government policy maker**
 - i. Helpful thought: I should get more familiar with the relevant policy before going to meet with them.
 - ii. Harmful thought: Because I have less power than him/her, he/she will not take my contribution seriously.
 - b. **Category: Building consensus on a topic within an organization**
 - i. Helpful thought: I don't know what the members think about this topic, let me go and ask them.
 - ii. Harmful thought: I am not a strong enough leader to be able to build consensus among the members.
3. **Debrief:** Remember the way to tell the difference between helpful and harmful thoughts is to look out for the 'bad smell' of lack of confidence.

Throw away the rotten fruit – 60 minutes

Goal: Participants will identify and discard some harmful thoughts they believe about themselves

Instructions:

1. **Introduction (5 minutes)** Explain that just because harmful thoughts come into our mind we don't have to believe them. Let's start practicing not believing our thoughts. Let's just watch the thoughts that come up, but not 'purchase' them, meaning don't give them our attention and belief. For example, at a market, you can look at the rotten fruit, but you don't have to buy it, you can just keep walking. We can do the same with these 'rotten fruit' harmful thoughts that cause us trouble. We don't have to give them our attention, we don't have to believe them, we can just keep 'walking'. Just

because a thought comes into our mind, does not mean that it is true or that we have to believe it.

2. **Exercise (40 minutes)** Then explain to participants that we will do an exercise to look and see what rotten fruit thoughts we have 'bought' and are keeping in our minds. Then we will throw this fruit away.
 - a. Give one coloured VIPP card to each participant and ask them to spend a few minutes to look inside and work out what harmful thought they believe about themselves that causes them the most trouble in their work with their organization. Before they start writing, explain that afterwards they will have an opportunity to share this thought if they want to, but they can also keep it private if they prefer. The most important thing is that they are honest with themselves about what causes them trouble.
 - b. Once participants have written down their rotten fruit, explain that you will now go around the circle with a rubbish bin and each participant will have the opportunity to throw away their rotten fruit. *Clarify that what this signifies is that they will no longer believe this harmful thought.* If it comes into their mind they will simply notice it, but not give it attention or belief.
 - c. As you go around the circle with a rubbish bin, invite each participant, one by one, to stand up, and **if they want to**, share their harmful thought and then rip up their VIPP card and throw it in the bin.
 - i. *A note on sharing:* Obviously harmful thoughts are quite personal and it is normal that people may not want to share these. But there is also a power in bringing these thoughts out into the open, especially with colleagues that you work with often and feel comfortable with. Often when people share these types of thoughts, others find they also have the same thought and a connection of trust and understanding is built between them. As a facilitator, you can go first and share your rotten fruit if you feel comfortable, but you should not push other people to share. Just leave it as a possibility if they would like.
3. **Debrief(allow 10-15 minutes for this discussion – it is important):**
 - a. Ask participants to share how it felt to look into this and also hear about other people's rotten fruit. Did they also have similar thoughts? Can we see that many of us believe the same thoughts that make us feel a lack of confidence?Remind participants that they now no longer need to keep these rotten fruit thoughts in their mind.
 - b. Also explain that rotten fruit thoughts have a tendency to come back to bother us again. This is normal because we have believed them for so long. But as they keep coming, we can keep throwing them away. Give each participant 2-3 more VIPP cards to take with them as they go to lunch. Explain that if any more rotten fruit comes into the mind during lunch time,participants should write it down on the card. Then we will have a rubbish bin available in the room to throw away any

other rotten fruit that comes for the rest of our time together. Participants can also ask for more VIPP cards if they need them.

2:00 – 2:10–Energizer - Laughing Yoga – 10 minutes

Goal: *Set a positive environment, release stress, build links between participants through a common, dynamic experience*

Room Setup: *Move chairs out of the way to create an open space for participants to stand and move around*

Instructions:

1. Explain to the participants the incredible power of laughter to release stress, create a positive environment and bond people together. Invite participants to laugh freely and as loudly as they like, and even if laughter does not come naturally at first, to fake it until it comes genuinely – the benefits are the same even if the laughter is not ‘genuine.’ It is very important that the facilitator is enthusiastic and laughs very openly.
2. Explain that you will do three simple exercises. After each exercise the group will break into laughter, then the facilitator will ask, ‘How are you?’ and the participants will hold up their right hand and say ‘very good!’, then their left hand and again say ‘very good!’ and then both hands and say ‘very good!’ Then the facilitator will lead the group in clapping to the right and the left, saying ‘ho ho, ha haha’ four times. Then the participants will greet one another three times by saying ‘assalamualaikam’ and bowing, and then ‘ualaikamassalam’ and lifting back up and opening up their arms.
3. The activities themselves are as follows:
 - a. *Shooting down the clouds of harmful thoughts:*
 - i. Pretend that there are some harmful thoughts floating around in the sky like clouds;
 - ii. Using a pretend bow and arrow, aim towards the clouds and then release the arrow;
 - iii. As the arrow hits the clouds, the group bursts into laughter!
 - iv. Do this three times to make sure you get rid of all the harmful thought clouds.
 - b. *Blowing and bursting the balloon of our harmful thoughts:*
 - i. Invite participants to stand with their feet wide apart;
 - ii. Then invite them to blow into a pretend balloon any harmful thoughts that come into their mind;
 - iii. Then invite them to pop the balloon by clapping their hands together and bursting into laughter;
 - iv. Do this three times to get all the problems out.
 - c. *Brewing and drinking a pot of confidence building cha:*
 - i. Explain to participants that you will make a pot of delicious confidence building masala cha
 - ii. First pour in one scoop of trust;

- iii. Then another scoop of helpful thoughts (don't let any harmful thoughts sneak in here!);
 - iv. Then a big spoon of believing in yourself;
 - v. Then add a sprinkle of laughter and positive attitude;
 - vi. Stir the tea;
 - vii. And then drink it;
 - viii. When you finish drinking, the group bursts into laughter!
4. **Debrief:** Give participants a minute or two to just sit and enjoy the positive feeling they have after all the laughter. Remind them that they can do these exercises by themselves whenever they are feeling stressed or worried about something.

2:10 – 2:30 – Visualization – 20 minutes

Goal: *Share with participants the technique of visualization to create a sense of calm and confidence before challenging situations*

Room Setup: *Chairs in a circle facing inwards*

Instructions:

Note for the trainer: Visualization is a technique that allows a mental rehearsal. Images can be created in your mind of you doing whatever it is you want. You repeat these images over and over again. In your five-minute practice, you use your imagination to see yourself successfully doing what you need to do. This is a mental trick. You don't hope you'll achieve it, or build confidence that someday it will happen. The visualization technique will allow you to "live and feel it" as if it is happening to you now.

1. Explain to participants that often we feel unconfident in certain situations because we don't know how things will go. It feels like we are walking into a big unknown situation. Visualization is a technique that can help us feel more comfortable and confident in situations like this.
2. The basic idea of visualization is to spend some time before the event visualizing/picturing how things will go.
 - a. Think about what the room might look like and how many people may be there.
 - b. Think about what you will say, what the other person's/people's response might be, and how you might answer them.
 - c. Think about the key messages you want to convey (you can also write these down and bring them with you).
3. Of course we can't predict the future and exactly what will happen, but by doing this exercise of visualization it helps to make us feel less nervous about unknown situations. It also helps us to work out what sorts of things we need to prepare ahead of time in order to feel more confident.
4. **Exercise:** Invite participants to think about something they have to do that they don't feel confident about. It could be a meeting with someone from the

- local government or a general committee meeting with their organization, a negotiation with an input supplier, or something else. Invite them to spend 5 minutes visualizing the situation.
5. **Debrief:** Invite participants to share their feelings about the visualization exercise.

2:30 – 3:00 – How to build consensus – 30 minutes

Goal: Participants understand the key steps of consensus building

Room Setup: Chairs in a circle with flip chart and screen with projector

Supplies: VIPP cards, flip chart, tape, markers, pens, Consensus Building Powerpoint slides

Instructions:

1. Explain how in discussions with different FOs, it seems one of the areas many people don't feel confident is building consensus within their organizations. Because of this we are going to take some time to explain the process of consensus building and then give everyone an opportunity to practice this process and develop more confidence with it.
2. **Exercise (10 minutes):** Start with a simple exercise:
 - a. Give a VIPP card to each participant
 - b. Ask them to write down their favorite color
 - c. Collect the cards
 - d. Read out each card and cluster them
 - e. Summarize what the top 3 favorite colors are
 - f. Open the floor for any disagreement or discussion
 - g. Re-summarize if needed
 - h. Share that you managed to establish consensus on this topic.
3. Share the **basics of consensus building through the powerpoint: Consensus Building**. Key messages are included in the notes in the powerpoint file. You can refer back to the exercise to make points as needed. Be sure to give each participant a copy of the powerpoint.

3:20 – 5:00 – Consensus building practice exercise– 1 hour &40 minutes

Goal: Participants feel more confident in building consensus

Room Setup: 3 groups of 8-9 chairs in separate parts of the room

Supplies: VIPP cards, Flip chart, tape, markers, pens

Instructions:

1. Split the participants into 3 groups of 8-9 people
2. Ask people to write down on a scale of 1-10 how confident they feel speaking in front of others (1 least confident; 10 most confident)
 - a. The 3 lowest scores will be the facilitators

- b. The 3 highest scores will be the note-takers
 - c. The 2-3 in the middle will be the supporters
3. Explain how you will conduct a series of 3 mini consensus-building workshops.
- a. Each mini-workshop will address a particular question and the facilitator has to help build consensus among the group. The facilitator can use the 'Steps for confidence building' slide as a reference.
 - b. Each group has 20 minutes for their mini-workshop. It is important you are strict on managing the time so that each group has the same amount of time to work with.
 - c. Explain that the supporter will be guided by the facilitator to help the process and the note-taker will take notes of what is being agreed upon.
 - d. An IAPP TA facilitator should be present with each of the groups to keep them on track.
 - e. Questions that can be used:
 - i. We have 1 lakh taka as an organization. What is our top priority for investing this money?
 - ii. We have the opportunity to meet with the Union Parishad chairman next week. What are the 2 most important topics to discuss?
 - iii. It seems that members are not very engaged with the organization. What can we do to improve this?
 - f. **Debrief:** After all the groups have finished, bring the group back together and ask how it went. How did it feel to go through the process? Do they feel more confident now?

5:00 – 5:05 – Energizer: Categories - 5 minutes

Goal: Energize the participants

Supplies: One ball (volleyball or football is good)

Instructions:

1. Invite participants to stand in a circle;
2. Stand in the middle and explain how the activity works: You will announce a category (food, musicians, movies, regions of Bangladesh, FO-relevant policies, etc...) and as you throw the ball to someone, you have to say something that belongs in that category. For example: If the category is colours, I throw the ball to Imanun and say 'red', then he could throw it to Asna and say 'blue'. And so on. You can change the category as many times as you like, but 5 minutes is a good amount of time for this game.

5:05 – 6:05 – Building a network of support – 60 minutes

Goal: *To develop a network of support that participants can rely upon as they continue in their work.*

Room Setup: *Chairs in a circle facing inwards with easel and paper next to facilitator*

Supplies: *Provide participants with blank 'business cards' where they can write their name, the area they can provide support and their contact information to give to other participants they will support. They could be labeled 'Sara Bangla KrishokJote Network of Support' – but this will have to be checked with the leaders; flip chart and a marker.*

Instructions:

1. Explain how knowing that we have the support of others is another way we can feel more confident. Share how we are now going to look at how we can build up a network of support.
2. Invite participants to take a moment to reflect on an area or two where they don't feel confident.
3. Then go around the room and ask people to share these.
4. Remind participants how we spent time earlier reflecting on areas we feel confident. These are areas we can provide support to each other. If someone says that they don't feel confident with public speaking, ask if there is anyone in the room who does feel confident with public speaking and is willing to support that person, advise them, mentor them, etc...
5. Write the area of confidence and the name of the people to be paired on a piece of large paper.
6. Then invite the confident one to fill in their information on one of the business cards and give it to the person/people they will support. Keep track of these and put together a contact sheet that can also be shared.
7. When this process is finished, remind everyone that they should make use of this network of support whenever they are not feeling confident about something. Everyone is here to support each other – this is one of the main reasons we organize into groups.