

C³ – Creation of Competence for Competition

Challenges

Attending a training course as a working adult often means meeting interesting people with similar problems but no time to exchange experience in a structured way. Trying to follow a PowerPoint presentation after lunch, many people doze off. Within days, participants forget information they learned or cannot relate it to their job situation. Hence, the challenge of designing a training course is not about piling up as much information as possible but about enabling interactive learning. GFA's C³ training methodology stimulates learning by encouraging the exchange of experience among participants and the direct application of newly acquired knowledge and skills to participants' working environment.



Training methodology Adults learn best from their own action and experience. Participants in C³ training courses acquire knowledge and skills based on an action learning cycle which encourages learners to reflect upon their personal experience and to grow through exchange with others. As a consequence, C³ trainers facilitate learning processes rather than deliver inputs.

Job-related activities Learning is more effective if learners are enabled to apply new skills and knowledge directly in their own working environment. Therefore, it is an integral part of C³ training courses that participants are encouraged to work on joint projects related to their specific background. Hence, tangible results such as presentations or reports are immediately available.

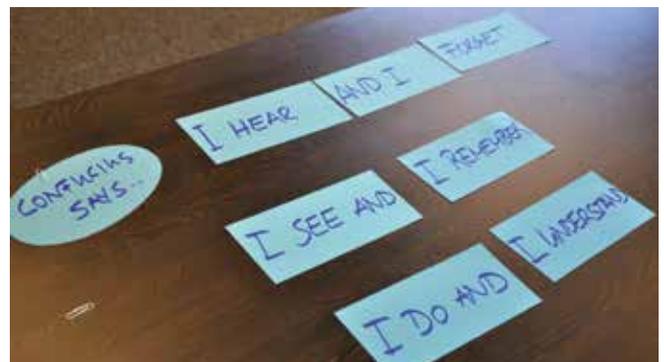
GFA concept and services

Creation of Competence for Competition, or C³, is a training package GFA developed over the last 20 years, based on work in projects around the world. Today, it comprises a variety of standard training manuals. Traditionally these target participants in the **private sector** such as startup entrepreneurs or owners of micro, small and medium-sized enterprises (MSMEs) as well as management consultants, credit officers, business associations and trainers who provide financial or other services to MSMEs.

Recently, GFA has introduced modules serving target groups in the **public sector**. These training packages enable civil servants and public employees to deliver better public services. Complementary modules support parliamentarians, city council members, civil society organizations, and media to improve public scrutiny. Sector-specific packages (e.g. Education, Health, Water & Sanitation) are available to address skills gaps in these particular work contexts. The GFA training package enables more efficient learning through standards set in the fields outlined in the graph. For more information on C³ training refer to www.c3-training.de.

Training-of-Trainers GFA promotes the qualification of trainers and their selection, training, development and supervision. As sustainability and national or regional anchoring of training packages are important, GFA emphasizes professional training of local multipliers and trainers.

Training material C³ courses and comprehensive training material for trainers and participants have a standardized format. They draw on methodological principles based on the action learning cycle. The general modular design makes each course highly flexible.



GFA at work

Strengthening the blood supply system Turkey, EU, 2012 – 2014

This project addresses the issues of safe provision and use of blood and blood products. It aims to harmonize Turkey's practices with European Union legislation. An extensive



training-of-trainers program was developed with 105 trainers and multipliers, mostly from the health ministry and the Turkish Red Crescent, participating. The five-day standard course for trainers combined technical knowledge about blood safety and related EU regulations with C³'s action-oriented and experience-based training method.

Contract value: €2,219,000

C³ public sector, Mozambique, EU, 2009 – 2011

As part of the project "Institutional Support to the Ministry of Agriculture" a comprehensive C³ Training of Trainers Scheme was developed. Activities started with a training needs analysis implemented through several regional and national workshops. These were followed by the adaptation and design of three standard C³ courses addressing the ministerial divisions: Economics (C³ PLAN&BUDGET), Finance (C³ EXPENDITURE) and Human Resources (C³ MANAGEMENT). During the rollout over 190 trainers and staff members were trained countrywide and at all administrative levels. Each of the thirteen training courses lasted five days and aimed at improving public service delivery.

Projects website: <http://suporte-minag-moz.org>

Contract value: €1,689,500

C³ Training in urban development, Nepal GIZ, 2011 – 2014

Within the GIZ program Sub-National Governance, GFA provides advice to the Department for Urban Development and Building Construction with the aim of strengthening the capacity of administrators in six cities. C³ training activities focused on developing a pool of local training experts and training manuals to enhance public services. Based on existing material, course concepts were adapted and training material newly developed, following the action-learning principles of C³. After piloting, GFA revised the new course training materials.

Contract value: €1,574,510

Female entrepreneurship training, Mongolia GIZ, 2011 – 2013

C³ training activities are part of the Regional Economic Development Program financed by GIZ. A main program objective is to enable local training service providers to offer demand-based skills development training to MSMEs. GFA implemented component three. Based on C³ training methodology and the C³ START manual, GFA prepared and implemented a training-of-trainers scheme in the western Aimags. The overall aim of these training activities was to enhance female entrepreneurship in the region, especially focusing on marketing aspects.

Contract value: €750,000



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