



ima
INTERNATIONAL

TRAINING AND
CONSULTANCY
FOR
DEVELOPMENT
2019

Trust, Relationships and Innovation



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country representative – Thailand



Bridget Mbabazi
country representative – Uganda



Md. Mamunur Rahman
country representative – Bangladesh



Hayley Friend
country representative – South Africa

Welcome to IMA International



"... If I attend your IMA leadership course my chances of promotion, even possibly an overseas position, will grow..." these words greeted me on a recent visit to Myanmar. It is wonderful to see our leadership and management programme continuing to attract more potential leaders worldwide, something that in 1983 Ian MacDonald was eager to achieve.

You will notice through reading this brochure that we have a focus on ensuring meaningful conversations happen in our learning spaces, be it an open training, coaching or consultancy assignment. We want to bring this to more people through blended learning approaches. We look forward to exploring this and will start by connecting with alumni and key clients in online follow up events. If you want to be a part of this please do connect with us.

Please do keep watching our videos which are increasingly attracting 1000's of views. Adding to this some participants this year produced their own feedback using undercover participatory video techniques – surprising us all!

Technically, our consultancy, tailor made training, and open courses cover many of the UN's SDG's. One focus currently is our work towards SDG 2 on Zero Hunger, which includes capacity development initiatives on; ecosystem approaches to fisheries, fisheries and aquaculture response in emergencies, and institutional assessment of nutrition policy in various ministries.

With a learning organisation you will be encouraged to develop knowledge management strategies and practices on the ground. Our knowledge management offer is growing all the time with regular KM open courses tailor made training and consulting that includes the facilitation of strategic KM practices.

In 2019 whether on a course, in your office, online, at a conference, travelling, we look forward to meeting you.

Very best wishes
Chris Grose
Managing Director



For help and advice with planning your consultancy or in-house training needs, contact us to set up a call with one of our team:

+44 (0)1273 833030
post@imainternational.com



How IMA can support your organisation



Thoughts on our consultancy

Working systemically, we offer:

- n accompaniment-style consulting
- n strategic thinking and planning
- n developing theories of change
- n participatory facilitation of multi-stakeholder processes
- n training of facilitators and trainers
- n capacity building
- n organisational assessment
- n designing M&E and organisational learning systems
- n evaluating development programmes
- n facilitating action learning
- n designing and reviewing education/training programmes

Over the last 35 years IMA has built a reputation as a leading provider of participatory and innovative training and consultancy for the international development sector.

We promote learning and knowledge sharing for social change.

With capacity building at the core of its mission, IMA has 35 years of experience in creating effective space for learning. We offer consultancy services for groups of decision-makers, implementers and international development practitioners, working in function or project teams – in complex organisations of social change.

We run in-house training worldwide to meet your organisational needs and participatory open training courses in South Africa, Thailand, Belgium and the UK. People come back to us again and again because they appreciate our facilitation, accompaniment and the overall personal quality of service.

We host events that inspire and encourage the cross fertilisation of ideas and best practices between people and sectors. Our learning spaces reflect the diversity in international development, allowing for sharing across disciplines, organisational types, sectors and worldviews. This exchange and sharing contributes to finding ways to address current challenges in innovative ways. We help organisations develop by supporting individuals, teams and organisation-wide change processes.

People choose us because we offer a chance to reflect on their individual practice and learn about innovative approaches in development to promote sustainable change. We get the right people in the right place at the right time...

For details of our diverse consultancy work see: imainternational.com/how-we-work/consultancy

Open training courses

- n Current, relevant content and methods
- n Experienced facilitators committed to social change
- n Local country representatives provide you with support
- n Social events: a river cruise, cultural evening, picnic, dinner or a local guided walk
- n Conduct real exercises with local communities, make live links with past participants
- n Join an alumni network of over 15,000 development practitioners
- n Join a virtual group with your fellow course participants to stay in touch for support and exchange
- n Access 1-1 follow up calls with your course trainers for mentoring support
- n Contract with us for coaching sessions as you embed and use your developing skills
- n Take 20% discount on any future courses you attend

N.B. All of these offers can be tailored to your in-house training needs

We are becoming increasingly convinced of the power of conversational approaches to learning.

We realise that work (and other) relationships can only develop through meaningful conversations. So how can we facilitate conversations that matter? In a sector under pressure from the demand for demonstrable results, diminishing funding and unpredictable global challenges, we need to remind ourselves of the value of space to talk, listen and reflect.

Knowing, learning and changing



As humans, we yearn for more personal interactions, more real communicating between people face-to-face. We also need time to join the dots between what we see, hear and experience. In a digital world where knowledge can seemingly be accessed 24 hours at the click of a button, how can we give ourselves the time and space to reflect, to make the connections in our heads? Our screen-based work culture, even when we are firing out emails and communicating with multitudes on social media, cannot fulfil our need for meaningful connections.

We hear that most of our clients are under pressure in environments where they are expected to be at their desks working, not 'chatting' with colleagues. Yet it is precisely these day-to-day conversations in the workplace, and outside it, sometimes formalised, many informal and ad hoc, which help us relate, learn and foster changes in mindset; all key elements for personal and organisational transformation. Such exchanges help break silos, promote connections and collaboration. Conversation is such an underestimated tool for learning.

When we offer our clients the chance to hold such conversations, we notice that shifts in organisational culture can start with individuals changing behaviour.



We use visual media, particularly film, for the client's and wider stakeholder benefit. We use film to great effect for cross-department learning, induction, issue-promotion, motivation, case studies and recording change. Development practitioners are encouraged to use participatory film making to record their own current issues.

IMA INTERNATIONAL'S DESIRED CHANGE

Development practitioners and organisations around the world engage with IMA International as a partner to discover their capacity to bring about transformational change.

OUR VALUES AND WAY OF WORKING

INNOVATION

We promote un-learning and new approaches to development practice to facilitate adapting to social change processes and our role in these.

TRUST

We assume trust is essential to harmonise relationships and mutual support.

RELATIONSHIPS

We value listening and empathy. We believe in relationships as a form of promoting collective thinking towards social change.

"I really appreciated the skills and knowledge that I learned from this course. The hands-on nature of it made it easier to understand complicated subject matter. I now have a better understanding of a number of new and familiar tools which I can use to inform my work and my organization as a whole."

Victoria Robertson,
Field Operations Monitoring and
Evaluation Manager, Outreach
International, United States of
America

"The IMA course provides a unique opportunity to explore M&E in a fun and participatory environment, and meet new friends from all over the world."

Laura Craggs, Head of
Programmes and Knowledge
Management, AVERT, UK

Brighton
United Kingdom

London
United Kingdom

"Coming here I frankly did not expect that the course would be so worth it and life changing for me. IMA International brings people, cultures and continents together... I met people I wish to keep in contact all my life."

Natalia Ieutusenko, Premises
Manager, ICRC Ukraine, Ukraine

"This course was a very enlightening and entertaining experience. The focus on application and group learning were the highlights for me."

Nafiul Hasan, Director, Prime
Minister's Office, Bangladesh

Brussels
Belgium

"I highly recommend anyone who is interested in learning more about leadership to take this course. You will have a unique opportunity to not only meet other professionals from across the globe, but make new friends and learn so much about yourself. It can be life changing!"

Kareitha Gill, Advisor –
Monitoring & Evaluation,
Caribbean Export Development
Agency, Barbados

"IMA's training and knowledge impartation skills is none like I have seen before. You are my preferred and number one training capacity building institution. Please accept my warmest regards from Ghana."

Michael Darko, Monitoring
and Evaluation Officer, Ghana
Commercial Agriculture Project,
Ghana

Cape Town
South Africa

"IMA introduced me to the Theory of Change. I had been using the logic frame but after going through the TOC, I have learnt new ways of improving the strategic planning process. The emphasis on meta-skills was super. Thank you IMA for helping to improve my professional capacity."

Charles Obeng, Manager of
Strategic Planning, Electricity
Company of Ghana, Ghana

"I believe that development simply means togetherness and this training has clearly illustrated that leadership and development is all about togetherness, the emphasis on team work and sharing ideas, and encouraging participants to think and share has further centred my views/opinions – A Road Map to Success!"

Amina Ladan-Baki, Director of
Programmes, Sir Ahmadu Bello
Memorial Foundation, Nigeria

"The Development Management training helped me to know my real strength in my work and gave me confidence to start changing what is not working in my career."

Shimaa Ahmed, HIV Project
Manager, UNDP Sudan

"This has been an excellent eye opener on how to manage our main capital: knowledge. I recommend to people for strengthening their institutions."

Mary Odongo, Director of
Finance and Administration,
Enterprise Uganda, Uganda

Bangkok
Thailand



Our client feedback

IMA international
course venues

Bangkok

Brighton

Brussels

Cape Town

London

Our style of training is participatory and gives everyone the opportunity to put theories taught into practice, within the safe learning space we create.

Visit imainternational.com/media/videos for a video filmed by participants on our Brighton 2018 summer courses to find out more about our training style.

IMA training



SEE OUR 2019 TRAINING CALENDAR



Core courses

Monitoring and Evaluation for Results (M&E) **10 & 5 DAYS**

Using the results approaches for projects and programmes

Adaptive Project Management **5 DAYS**

Managing for development results

Specialist courses

5 DAYS except where indicated

Leadership and Management in International Development (LMID)

Reach your potential

Knowledge Management

Unlock insights in your organisation

Value for Money

Improve Development Effectiveness
In partnership with NEF Consulting

Theory of Change and Strategic Planning

Understand our contribution to social change

Communication and Strategy for Financial Management

Learn financial communication and strategy skills to increase impact

Results-Based Management (RBM)

Develop RBM approaches in your organisation

Monitoring and Learning for Change

Real-Time Monitoring (RTM) in the learning process

Certificate in Applied Evaluation **15 DAYS**

From Theory of Change and Strategic Planning to Monitoring and Evaluation

Certificate in International Development Management **15 DAYS**

Reach your full potential as a development practitioner

Booking training and prices

To book your place: imainternational.com/how-we-work/training
+44 (0)1273 833030
post@imainternational.com

The price* includes materials, light refreshments, a social and cultural event, course certificate, group photo, and course follow-up. All 15 day courses also include a one-to-one coaching session.

Core courses

Monitoring and Evaluation for Results and Adaptive Project Management

5 days: £2000

10 days: £3250

All other specialist courses

5 days: £2350

15 days: £4900

*VAT is applicable for UK based sponsors

Split 15 day certificate courses

You can attend the M&E for Results 10 day course and our Theory of Change and Strategic Planning or Leadership and Management in International Development training, within a 24 month period, and receive our Certificate in Applied Evaluation or Certificate in International Development Management.

5% early payment discount Pay six weeks before the course and get a 5% discount.

20% alumni discount If you have attended IMA training in the past we give you a 20% discount. This offer applies to individuals only.

Group bookings If you are booking a group, contact us to discuss our group discounts.

In-house training Call us or fill out our online enquiry form:

imainternational.com/how-we-work/consultancy



2019 Training Calendar

January	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
February	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28															
																		Monitoring and Evaluation for Results							7																		
March	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
	7 M&E																																										
April	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30													
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May	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
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June	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30													
July	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
	Certificate in International Development Management																																										
	Leadership and Management in International Development							Monitoring and Evaluation for Results																																			
August	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
September	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30													
									Knowledge Management											Certificate in Applied Evaluation																							
																			Theory of Change and Strategic Planning					Monitoring and Evaluation for Results					7														
October	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
	7 Monitoring and Evaluation for Results													Communication and Strategy for Financial Management						Value for Money																							
November	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30													
				Knowledge Management									Certificate in Applied Evaluation																														
				Adaptive Project Management									Certificate in International Development Management																														
												Theory of Change and Strategic Planning							Monitoring and Evaluation for Results																								
												Leadership and Management in International Development																															
December	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31												
		Monitoring and Learning for Change																																									
		Results Based Management																																									

Book online at: imainternational.com

Check our online calendar for the latest dates: imainternational.com/course_calendar

IMA international course venues

- Bangkok
- Brighton
- Brussels
- Cape Town
- London



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IMA International

Trust, Relationships
and Innovation

Drummond House
89 High Street
Hurstpierpoint
West Sussex
BN6 9RE, UK

"The trainers were excellent and were themselves agents of change facilitating our reflections and analysis as they unfolded and surfaced. Highly relevant to my responsibilities in my organisation."

Ahmad Khalid Farhim,
Programme Director, Swedish
Committee for Afghanistan,
Afghanistan

CONTACT US

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