

TOOL A2: WORKING AGREEMENTS

AIM

By the end of the session, participants will have:

- ▶ Discussed the behaviors which will enable the group to achieve its training goals.
- ▶ Identified a set of working agreements about such behaviors.

STEP-BY-STEP

1. Explain the importance of setting agreements collectively for how we will work together toward the training goals. Explain that such working agreements can help to ensure the workshop is as democratic as possible, and that everyone can participate respectfully and constructively.
2. Present a couple of basic working agreements, such as “be here on time” and “turn off mobile phones”. Then invite participants to share their suggestions.
Use the list in the Notes section to prompt participants for other suggestions. Write up participants’ suggestions and agree on the final set of working agreements, which will be displayed in the training room at all times.
3. Take a few minutes to specifically discuss the use of social media in relation to the training. Discuss the need to balance the working agreement on confidentiality with the value of using social media to let others know about the training and the great things we are doing here. Make an explicit agreement on what is ok and not ok to share about the training on participants’ personal social media.
4. End the session by presenting the use of the Car Park for keeping track of questions/issues that cannot be addressed immediately, but that will be returned to later to ensure that they have been covered.

Time: 15 mins

Materials:

- ▶ Flipchart paper and pens

Training Tips:

- ✓ Highlight the power hierarchies that exist in the room. A serious challenge in doing this masculinities work with political parties is that they are often very hierarchical organizations. A key lesson from the DRC pilot was the need to talk about this openly at the beginning of the workshop, and then continue throughout the workshop to encourage those participants with less status, authority and power in the party to speak up; too often, it was the more senior figures who dominated discussions.