



# Module 3: Chapter 7

Capacity building of PLA-MNH group committees

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- Characteristics of the PLA-MNH Group Committee
- Capacity building of PLA-MNH Committees
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# Responsibilities, knowledge and skills



# Responsibilities

Responsibilities

Facilitating the PLA-MNH group cycle

Reporting on PLA-MNH group progress

Linking PLA-MNH groups

Building capacity of PLA-MNH group committees



# Responsibilities

Responsibilities

Facilitating the PLA-MNH group cycle

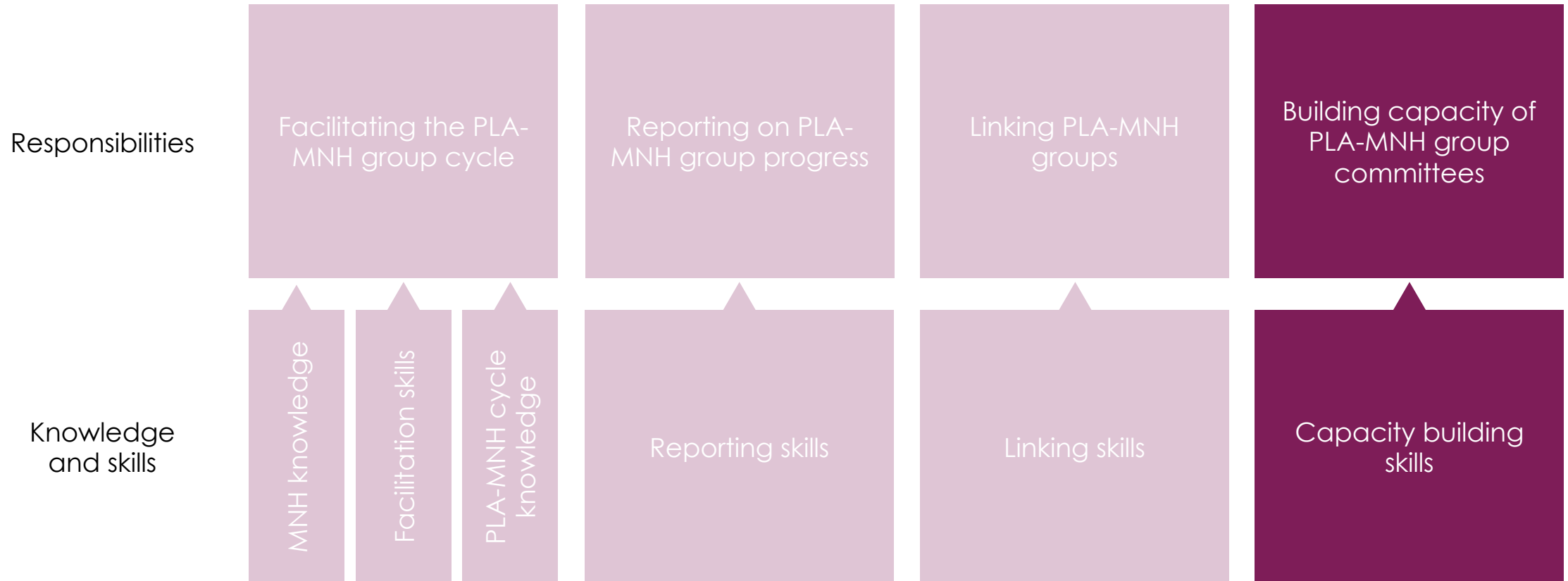
Reporting on PLA-MNH group progress

Linking PLA-MNH groups

Building capacity of PLA-MNH group committees



# Knowledge and skills



# Knowledge and skills

Capacity  
building



# Knowledge and skills

## Capacity building

Process of developing and strengthening the skills, instincts, abilities, processes and resources that organisations and communities need to survive, adapt, and thrive



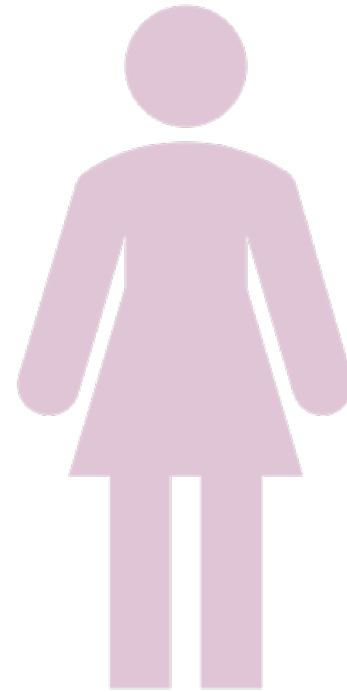




# Characteristics of PLA-MNH Committees



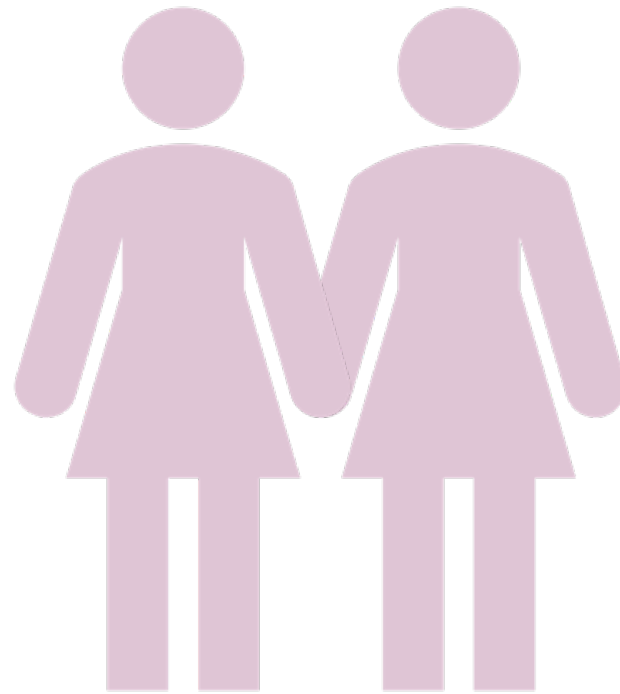
# PLA-MNH Group Committees: Overview



**Chairlady**



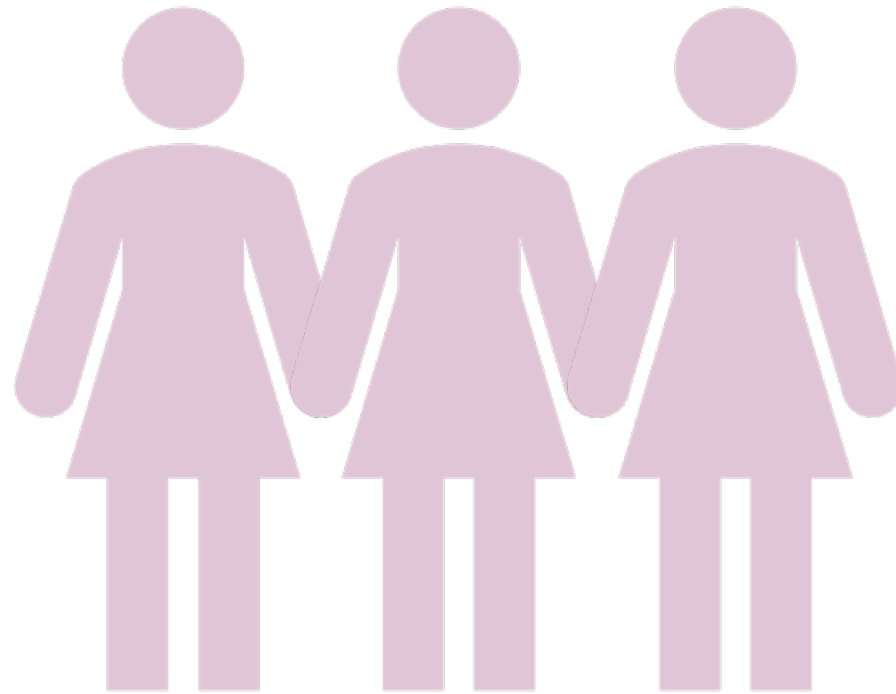
# PLA-MNH Group Committees: Overview



**Secretary**   **Chairlady**



# PLA-MNH Group Committees: Overview

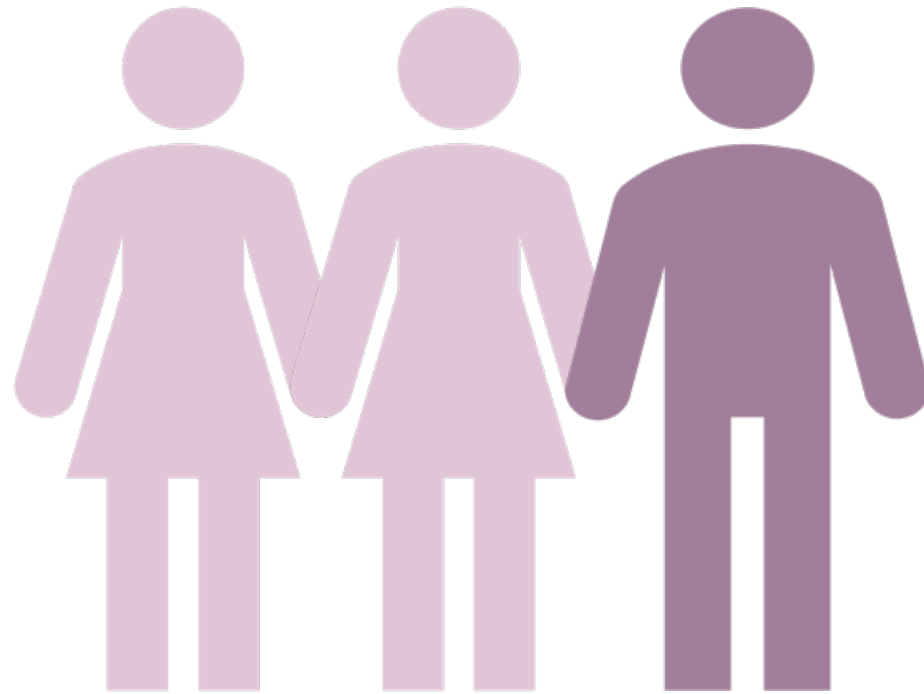


**Secretary   Chairlady   Treasurer**

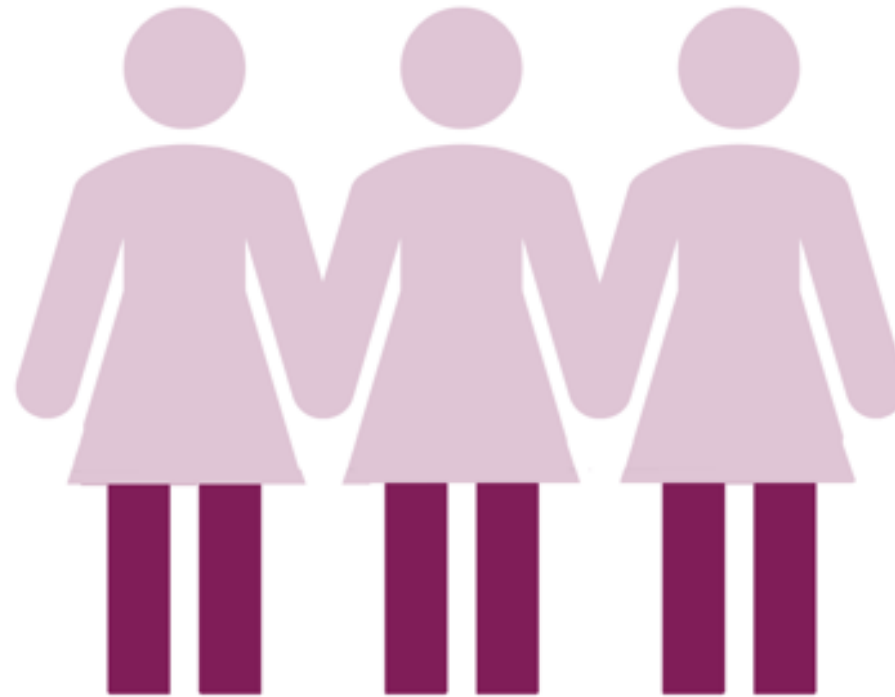




# PLA-MNH Group Committees: Overview



# Group Committees: Attitudes



Concerned  
about MNH



# Group Committees: Attitudes

Motivated to  
make a change

Concerned  
about MNH



# Group Committees: Attitudes

**Committed to  
community**

**Motivated to  
make a change**

**Concerned  
about MNH**





# Group Committees: Attitudes

**Responsible**

**Committed to  
community**

**Motivated to  
make a change**

**Concerned  
about MNH**



# Group Committees: Knowledge & Skills



# Group Committees: Knowledge & Skills

MNH  
knowledge



# Group Committees: knowledge & skills

Knowledge  
of  
PLA-MNH

MNH  
knowledge





# Group Committees: Knowledge & Skills



# Group Committees: Knowledge & Skills



# Group Committees: Knowledge & Skills





# Capacity Building of PLA-MNH Committees



# Capacity Building Methods

## CAPACITY BUILDING



# Capacity Building Methods

CAPACITY BUILDING



Mentoring /  
on the job  
training





# Capacity Building Methods

## CAPACITY BUILDING



Mentoring /  
on the job  
training



Classroom-based  
orientation / training



# Capacity Building Methods

## CAPACITY BUILDING



Mentoring /  
on the job  
training



Classroom-based  
orientation / training



Peer learning



# Chairlady

Role:

**Leading the group and  
co-facilitating meetings**

Existing skill:

**Leadership**

Skills support:

**MNH knowledge, facilitation  
skills, knowledge of PLA-MNH  
group cycle, and linking skills**



# Treasurer

Role:

Looking after group resources  
and co-facilitating meetings

Existing skill:

Numeracy and literacy

Skills support:

Group resource tracking,  
MNH knowledge, facilitation  
skills, knowledge of PLA-MNH  
group cycle, and linking skills





# Secretary

Role:

**Recording attendance  
in register, taking notes,  
co-facilitating meetings**

Existing skill:

**Literacy**

Skills support:

**Capturing main meeting points,  
MNH knowledge, facilitation skills,  
knowledge of PLA-MNH group  
cycle, and linking skills**



# PLA-MNH Group Committees







# What to do next



# What to do next

1

Update the  
Module 3  
progress  
tracker



# What to do next

1

Update the  
Module 3  
progress  
tracker

2

Do  
Exercise  
7.1







# Questions



**Email:**

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**Call:**

**+44 (0)207 700 6309**









## Module 3: Facilitating PLA-MNH groups

### Chapter 7: Capacity building of PLA-MNH group committees

#### Exercise 7.1: Building a committee

 15 mins

*This exercise is for learning as individuals and/or in groups.*

*To complete this exercise, you will need the following materials: a computer and printer, A4 paper and pens.*

#### Exercise

As a PLA-MNH group trainer you will have a key role in developing the skills of PLA-MNH group facilitators to build the capacity of group committees, so is it important to strengthen your knowledge of committees. The following exercise, where you will build an imaginary PLA-MNH group committee, will help to do this. The exercise is split into two parts: 1 and 2. Answers can be found in Appendix 2.

#### Part 1

1. In Appendix 1 you will find descriptions of five community members who are potential PLA-MNH committee members. Based on the descriptions, decide, which of them would be best placed to take on the role of:

a. **Chairlady**

Insert name of the best suited person: \_\_\_\_\_

b. **Treasurer**

Insert name of the best suited person: \_\_\_\_\_

c. **Secretary**

Insert name of the best suited person: \_\_\_\_\_

#### Part 2

2. Some committee members may need help building certain additional skills / knowledge to help them perform in their role.
3. Match the additional skills and knowledge to the committee member who may need them to help them perform their role. Do this by drawing a line between the additional skills and knowledge listed below and the committee member(s).
4. Please note, one skill / knowledge option can be needed by multiple committee members whereas some skills / knowledge options might not be needed by any committee member to perform their roles.

Participatory Learning and Action groups for Maternal and Newborn Health (PLA-MNH): A training course



Chairlady



Treasurer



Secretary

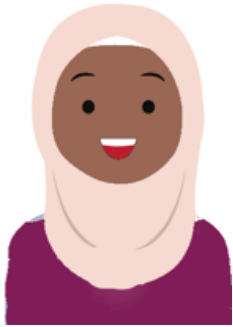




**Knowledge of  
PLA-MNH cycle**

**Knowledge of  
how to fill in  
group register**

**Skills to use a  
mobile phone**

**Tips on how to  
record group  
financial resources**

## Appendix 1: Community member descriptions

	<p><b>Name:</b> Peace</p> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"><li>- interested in maternal and newborn health</li><li>- good reading and writing skills</li><li>- always offers help to her community</li><li>- good listener so will summarise community discussions to those who could not attend</li></ul>
	<p><b>Name:</b> Asmaa</p> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"><li>- interested in maternal and newborn health</li><li>- successful market stall owner so has strong numeracy skills</li><li>- known for her honesty</li></ul>
	<p><b>Name:</b> Lindani</p> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"><li>- interested in maternal and newborn health</li><li>- grandmother respected by her whole village</li><li>- often organises and leads community events</li><li>- does not have literacy or numeracy skills</li></ul>
	<p><b>Name:</b> Erik</p> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"><li>- interested in maternal and newborn health</li><li>- local driver for hire, often helping ill mums and babies get to the health clinic</li><li>- does not have literacy or numeracy skills</li><li>- him and his wife recently had their first children – twins! - so between his work and helping at home, he is very busy</li></ul>
	<p><b>Name:</b> Bibi</p> <p><b>Characteristics:</b></p> <ul style="list-style-type: none"><li>- interested in maternal and newborn health</li><li>- very basic literacy skills and good numeracy skills</li><li>- is getting married in two months after which she will move an hour away from the village to her husband's community</li></ul>

## Appendix 2: Answers

### Part 1

**Note:** Committee members will be selected by the PLA-MNH group, not just by the facilitator, supervisor or manager. There are certain essential skills and attitudes they need to possess, while their capacity can be built for non-essential skills / knowledge. Importantly, the group needs to feel comfortable with their selection of committee members and trust them to perform their role well.

#### a. Chairlady

*Best suited person:* Lindani  
*Why?*

- ✓ interest in maternal and newborn health
- ✓ leadership skills
- ✓ well respected by the community
- ✓ actively committed to her community
- ✓ no literacy or numeracy but the Chairlady does not need to have those

#### b. Treasurer

*Best suited person:* Asmaa  
*Why?*

- ✓ interest in maternal and newborn health
- ✓ good literacy and numeracy skills
- ✓ known in the community for her honesty, which is important when the role of the treasurer is to look after group funds

#### c. Secretary

*Best suited person:* Peace  
*Why?*

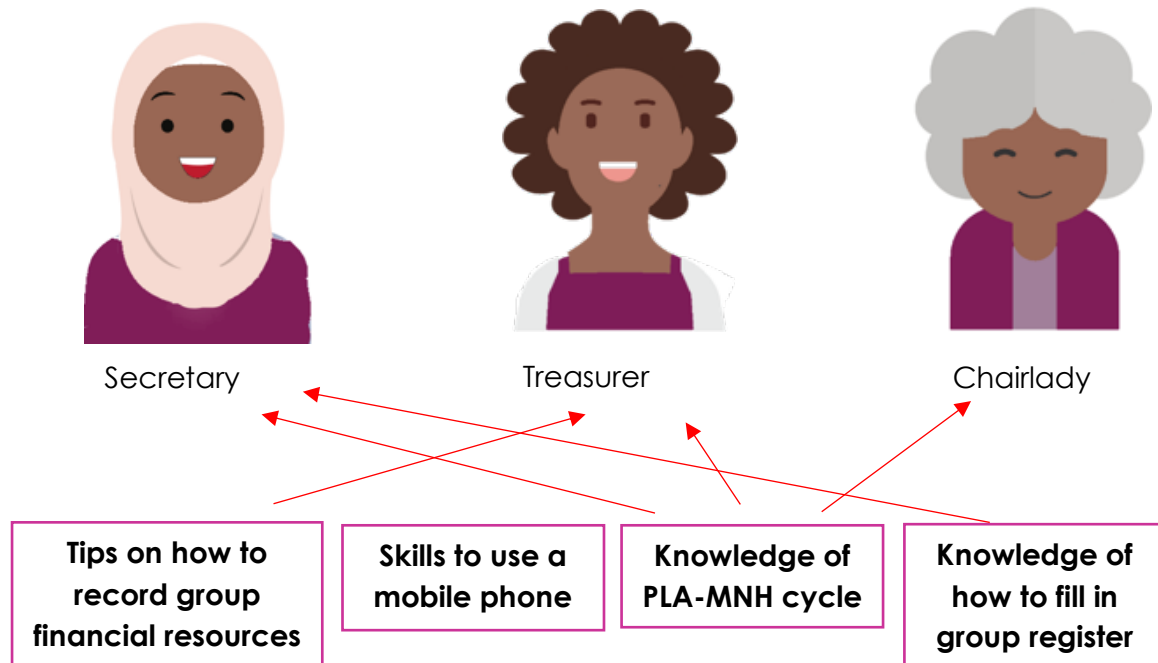
- ✓ interest in maternal and newborn health
- ✓ good literacy skills
- ✓ committed to the community
- ✓ known in the community as a good listener, which is important when the role of the secretary is to take notes of the meetings.

Let us also consider Erik and Bibi's characteristics. Both represent the right attitudes. However:

- Erik does not have literacy nor numeracy skills and the only post that does not require either is that of a Chairperson. However, the Chairperson should always be a woman. In this group, there was a very well-suited woman to play that role. Erik should join as a member and he may be well placed to join one of the taskforces to lead implementation of group solutions.
- Although Bibi has basic literacy skills and good numeracy skills, she is about to move away from the village so would not be present for the meetings and could not take on a role in the committee. Bibi can join the group as

a member while she still lives in the community to benefit as much as she can.

## Part 2



Participatory Learning and Action groups for Maternal and Newborn Health  
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