MANAGEMENT OF COMMUNITY-BASED GROUPS

UNIT CODE: COD/CU/SW/CR/06/4/A

Relationship to Occupational Standards

This unit addresses the unit of competency: manage community-based groups.

Duration of Unit: 90 Hours

UNIT DESCRIPTION

This unit cover the competencies required to identify and mobilize target group, carryout group activities, identify community conflict issues, support and document conflict resolution process and monitor and document conflict management and group activities

Summary of learning Outcomes

1. Identify and mobilize target group
2. Carryout group activities
3. Identify community conflict issues
4. Support and document conflict resolution process
5. Monitor and document conflict management and group activities

Learning Outcomes, content and Methods of Assessment

Learning Outcomes	Content	Methods of Assessment
1. Identify and mobilize target group	- Meaning and importance of community groups - Types of groups - Group dynamics - Introductory meetings with relevant stakeholders - Assessment plan and tools for target group identification including gender and inclusivity assessment - Administration of assessment tools - Preparation of an assessment report	- Case studies - Observation - Written tests - Assignments - Supervised exercise - Simulations - Oral questions

		• Identification of target group	
		• Identification of project area	
		• Registration of group members	
		• Establishment of group guidelines	
		• Registration of a group	
2.	Carryout group activities	• Community influencers • Engagement meetings with community influencers/leaders • Sensitization of community leadership • Formulation and implementation of a mobilization plan • Resource mobilization and allocation for group activities • Implementation of the group activity plan • Importance and structure of group meetings • Logistical planning for community group meetings • Conduct of group meetings • Group meeting minutes • Sharing of minutes • Progress management reports	• Case studies • Observation • Written tests • Assignments • Supervised exercise • Simulations • Oral questions
3.	Identify community conflict issues	• Meaning and importance of conflict resolutions • Social conflict theory • Types of conflicts • Inception and introductory meeting with the community leadership • Selection criteria for the target group for the conflict resolution • Causes of conflict	• Case studies • Observation • Written tests • Assignments • Supervised exercise • Simulations • Oral questions

		• Characteristics of conflicts • Assessment tools on causes of conflict • Administration of assessment tools • Documentation of findings • Findings and report writing • Dissemination of information to relevant stakeholders	
4.	Support and documentation of conflict resolution process	• Establishment of group leadership positions in conflict resolution • Role specification for office bearers and tenure of office • Conduct of group elections • Qualities of effective leaders • Operationalization and coordination of the group • Conflict resolution techniques • Mobilisation of relevant stakeholders for planning the conflict resolution programme • Identification of a conflict resolution programme • Sharing of the conflict resolution plan • Resource allocation for planned activities • Implementation of the conflict resolution programme	• Case studies • Observation • Written tests • Assignments • Supervised exercise • Simulations • Oral questions

5. Monitor and document conflict management and group activities	• Identification of monitoring tools • Implementation of monitoring tools • Review of conflict resolution measures/peace building programmes • Documentation plan for conflict and group activities management • Documentation tools • Implementation of the documentation plan	• Case studies • Observation • Written tests • Assignments • Supervised exercise • Simulations • Oral questions

Suggested Methods of Instruction
- Group discussions and presentations
- Demonstration by trainer
- Practical work by trainer
- Exercise
- Field work
- Resource persons

Recommended resources

- Video cameras
- Tablets
- Smart phones
- SD cards and card readers
- TFT screen
- Recorders
- Reference materials
- Minutes of group
- Group constitution
- Meeting attendance sheet
- Notebooks
- Pens