



Module 16: Graduation Planning



Goal

Representatives from farmer groups will identify ways to collaborate and plan the Trees for the Future Forest Garden training graduation ceremony.

Learning Objectives

1. Learn to plan an event or ceremony to commemorate the completion of the Forest Garden training program.
2. Motivate Forest Garden group leaders to plan and continue group activities after the completion of the training program.
3. Understand the benefit of inter-group collaboration.

Venue and timing

This workshop should be held at a location that is central to the farmer groups clustered in a geographic area.

Supplies

- Contact list for lead farmers
- Flip chart paper
- Markers

Total time

3-4 hours

Handouts in Farmer's Workbook

- Graduation Planning Checklist

Module 16: Graduation Planning

Summary of Activities

Opener: Group building ice breaker

- Congratulate farmers for completing the Forest Garden training and explain the purpose of the meeting
- Introduction and successes/challenges
- Ball and string challenge

Activity 1: Share sustainability plans

- Group representatives present sustainability plans

Activity 2: Opportunities to collaborate

- Discuss the donkey metaphor for collaboration
- Discuss the benefits of collaboration between groups

Activity 3: Plan graduation ceremony

- Explain Trees for the Future support for graduation
- Draft graduation program
- Discuss key lessons to share during graduation
- Create action plan for graduation ceremony

Opener: Group Building Ice Breaker

Description

Farmer group representatives will introduce themselves and share one success and one challenge their group encountered during the four-year Forest Garden training program.

Instructions for Farmers

1. Congratulate farmers for completing the Forest Garden training and explain the purpose of the meeting

Congratulations on successfully completing the entire four-year Forest Garden training program! Today you will meet with representatives from the other farmer groups in this area that also completed the program to talk about your plans for the future and to plan your graduation ceremony.

2. Introduction and successes/challenges

We will start by going around so that everyone can introduce yourself and then mentioning one success and one challenge you faced over the last four-year training program. I will start.

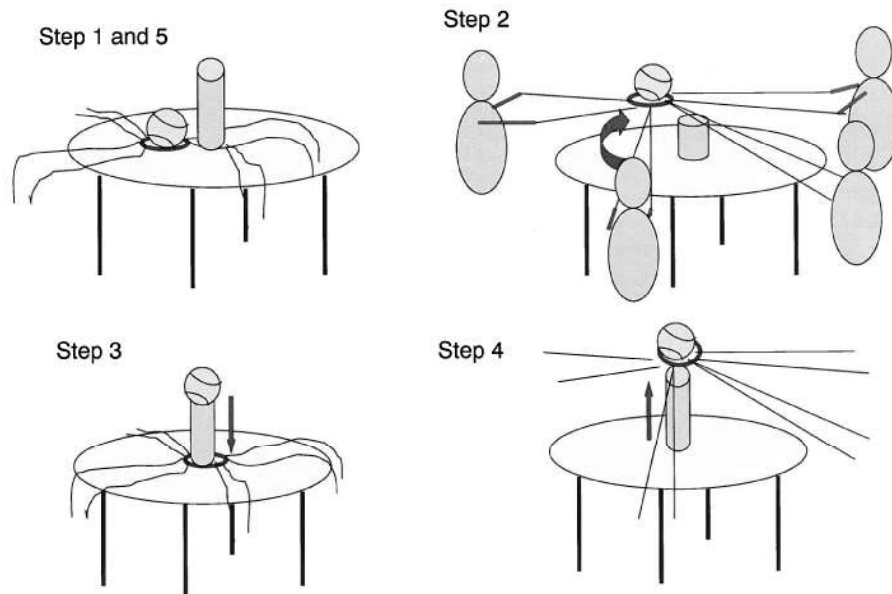
- In what way has your group been successful during the training program?
- What is a challenge your group faced during the training program?
- What training topics did you want to learn about that you didn't learn about?

3. Ball and string challenge

Now we will do a team activity. I have tied pieces of rope to this ring and set a ball on top. Each of you pick up one end of the rope and pull it tight so the string is stretched and the ball is still in the ring. Work together to move the ball over to the bucket without dropping it.

- What was challenging about this activity? What did you enjoy most?
- Communication is important to succeed. How did the group communicate during the activity?
- How did you work together?
- Did one person act as the leader?
- How did you make decisions about how to achieve your goal?
- What were some challenges?
- How can you use the lessons you learned here when working in a group?
 - Challenge, don't belittle
 - Innovate: create your own plans and come to your own conclusions, introduce your own plans for change
 - Collaborate: draw answers from the group working together
 - Celebrate: celebrate your accomplishments

Figure 1: Ball and string challenge



Activity 1: Share Sustainability Plans

Description

Farmer group representatives will present the sustainability plans their group created and get feedback from workshop participants and the facilitator.

Instructions for Farmers

1. Group representatives present sustainability plans

Each group created a sustainability plan during your last workshop. I would like the group representatives to come forward and present your group's sustainability plan. Then we will discuss your plan and other group representatives will provide feedback.

- How is the plan similar to the plan for your group?
- How is the plan different from the plan for your group?
- What is the group doing to access new market opportunities?
- What is the group doing to access new resources from businesses, NGOs or the government?
- What is the group doing to improve the quality of their product?
- What is the group doing to reduce their input costs?

Activity 2: Opportunities to Collaborate

Description

Farmer group representatives discuss common activities and opportunities for collaboration.

Instructions for Farmers

1. Discuss the donkey metaphor for collaboration

Take a look at the picture of the two donkeys. Remember this picture from your last training?

- What do you see in this picture?
- What happened when the donkeys were working against each other?
- What happened when the donkeys were working together?

2. Discuss the benefits of collaboration between groups

Cooperation is the foundation on which farmer groups are formed and it is the basis on which different farmer groups can work together.

- What does your group have in common with other groups you heard about today?
- Are you growing the same crops?
- Do you have similar input needs? (*use Farm Inputs table below*)
- How can your groups collaborate to sell your crops?
- How can your groups collaborate on input needs? Which can you purchase in bulk as a group to reduce cost? Which can you purchase and share (i.e. equipment)?
- How can your groups collaborate to access resources from businesses, NGOs or the government?
- What challenges might arise when collaborating with another group? (*use Challenges for farmer based organizations chart below*)
- What are the reasons for those challenges?
- What can you do to plan for these risks before they become issues? How can you mitigate these issues?

Figure 2: Farm inputs table

Inputs	Quantity Needed	Benefit from collective buying? (yes/no)	How do we purchase it?

Figure 3: Challenges for farmer based organizations

Challenge	Reasons for happening?	What can we do?

Activity 3: Plan Graduation Ceremony

Description

Farmer group representatives start to develop a plan and program for a graduation ceremony.

Instructions for Farmers

1. Explain Trees for the Future support for graduation

Trees for the Future is excited for your graduation ceremony that we will be hosting on your behalf soon, to recognize your commitment and success in establishing Forest Gardens. We have also provided a sample program based on the type of ceremony other groups have had.

2. Draft graduation program

Let us discuss a program for your graduation, based on the sample program.

- Who should we invite? Elected officials? Government agency representatives? Business representatives (i.e. buyers)? NGO representatives? Traditional leaders?
- Who will speak from the group? Which guests should we ask to speak?
- Do you want to have awards? What category of award? Examples:
 - Best attendance: graduate who attended the most training workshops as documented in Facilitator's register.
 - Outstanding leadership: graduate who gave the best support to the facilitator in terms of: farmer mobilization; and preparation for workshops and general logistics for meetings. (does not include lead farmer)
 - Best technology adoption: graduate who best transferred and implemented learnt technology to his/her farm such as; soil erosion control, green wall and pest management.
 - Outstanding participation: graduate who demonstrated the greatest spirit of cooperation and participated freely and willingly in all training activities.
- Do you want to have an exposition of farm products? Do you want to have prizes for the best of different types of produce from the Forest Garden?
- Do you want to have food and drinks? What kind?
- Can we do this with the budget we have?

3. Discuss key lessons to share during graduation

The graduation ceremony is an opportunity for you to share key lessons with other farmers in the community.

What lessons do you want to share with ceremony guests?

4. Create action plan for graduation ceremony

After the meeting today, you will all need to do more to make the graduation ceremony a success. Create an action plan to decide who will do what to plan the graduation ceremony and keep each other accountable. (See Gradation Checklist in Farmer's Workbook, page 108)

Figure 5: Sustainability planning table

Action item:			
Task	Who	When	Cost
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

Module 16: Facilitator's Notes



The facilitator should use the following pages to note down any questions or findings from the group that should be kept for or addressed at a later time. Depending on the module this may include species selection by group, crops identified in seasonal calendars, or anything else that should be noted.