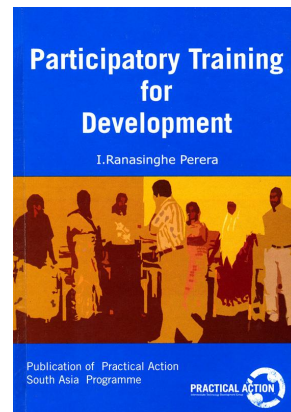


PARTICIPATORY TRAINING FOR DEVELOPMENT

This publication illustrates how to organize and implement adult training programs in systematic and participatory manner for producing desired behavioral changes.

There is a significant different between the participatory training and formal training when outcomes are compared. Participatory training is not only trainee-friendly but also flexible, result oriented and include trainee perspective. Unlike children, adults necessarily reflect adult traits and methods of formal training clash with these traits.



It is an accepted fact that many training programs of the development field are ineffective in producing required behavioral changes in trainee although they are organized using enormous amount of resources. This is mainly due to combination of three major weaknesses. These weaknesses are imprecise planning, inadequate preparation and lethargic presentations. To produce effective training programs, detailed planning, adequate preparation and lively presentations are essential. In addition, when the programs are focused to adults, they should essentially be participatory.

In this publication, participatory training is being discussed as an effective means to change the behavior of adults.