**Checklist for provision of demand-led training**

Have you:

1. planned and budgeted to support rapid, demand-led skills training?
2. anticipated likely demands?
3. developed your in-house training potential?
4. developed networks of possible trainers for different sectors?
5. Identified opportunities for peer-group learning, local experts & community-to-community training?

**Emergency OD for Self Help Groups**

* Leadership
* Separation of roles and responsibilities, sharing of workload
* Planning
* Accountability (x3)
* Financial management
* Linking

**sclr understanding of psycho-social response**

1. Thinks about emotional, mental, dignity, spiritual needs as well as material needs (balanced well-being)
2. Priorities Linking, connecting, strengthening social networks and sense of community
3. Inclusiveness (leave no one behind)
4. Importance of kindness, empathy, compassion, love
5. Importance of ceremony, culture, local values
6. Avoids promoting victim-mentality and learned helplessness
7. Avoids contributing to (aims to reduce) tensions and conflict
8. Promotes and enables collective self-help through local agency (sense of purpose)
9. Promotes and enables opportunities to rebuild (sense of hope)
10. Promotes opportunities to learn from the disaster and prevent repetition in future (transformation – sense of progress)

**Responding in conflict situations – some lessons from other contexts**

1. Start with community-based protection(not “peace-building”)
2. Psycho-social approach
3. Avoid more conflict (conflict mapping, conflict sensitivity)
4. Allow opportunities for local conflict transformation to emerge from local realities and priorities
5. Use palc process to start conversations with many different local actors
6. Start small, focus on community to community response
7. Introduce relevant experiences from elsewhere to stimulate thinking
8. Try many options, not everything will work (safe-to-fail!)
9. Establish local forum/platform of community-based change actors to share analyses, ideas and work on alternatives to official “peace-processes”

**Self-protection measures**

1. Fox holes
2. Early warning systems
3. Burying food/property
4. Run bags
5. Traditional food
6. Traditional medicine
7. First aid skills
8. Action
9. Livelihoods, markets, trade, economy
10. Local psychosocial skills
11. Social cohesion, solidarity
12. Dignity, pride,
13. Children – playing, going to school
14. Cultural events
15. Local level peace building or conflict reduction (conflict transformation)