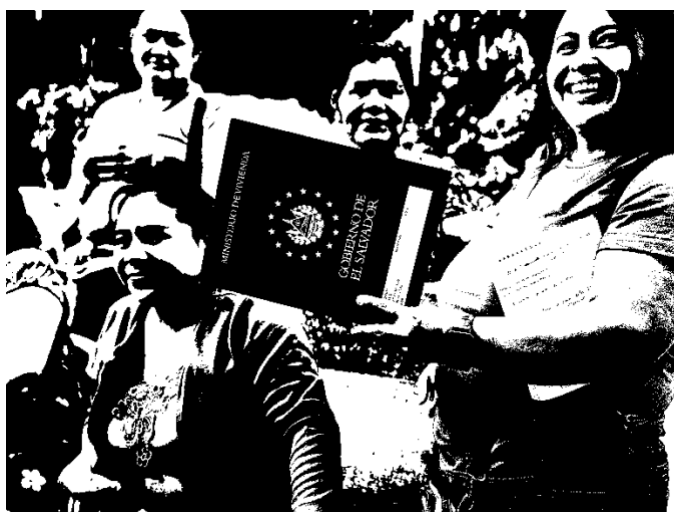


Train the Trainer



A POCKET GUIDE FOR LEADERS WHO
ORGANIZE

Leaders develop leaders

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Mission and Vision

We are people organizing to change our communities, countries and the world.

Our **mission** is to develop leaders and build people's organizations.

Our **vision** is a world in which everyone belongs, thrives, and has a say.

Creating Community

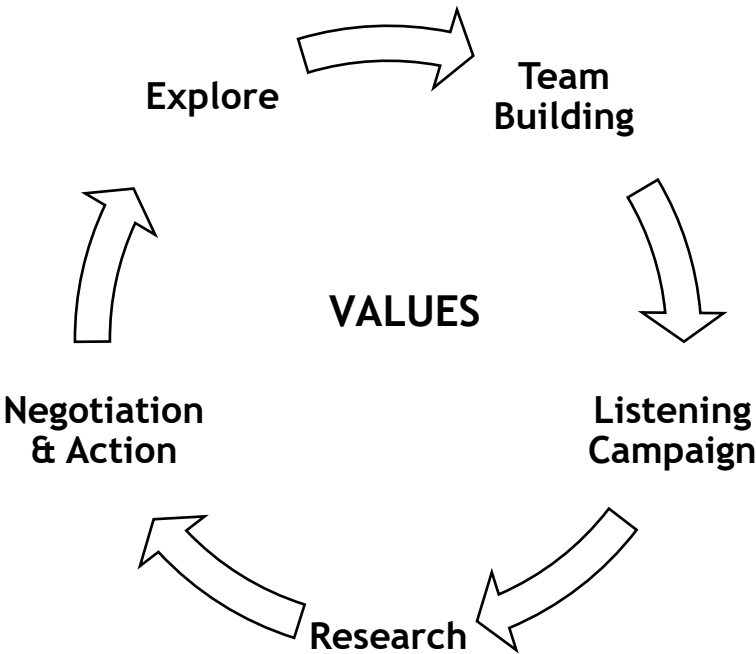
- ✓ Arrange chairs in circles
- ✓ Start meetings with 1:1s
- ✓ Share values
- ✓ Pray and/or reflect together
- ✓ Role play!
- ✓ End with reflection & evaluation

Developing Leaders

- ✓ Leaders have followers
- ✓ Leaders develop other people into leaders
- ✓ Leaders make decisions collectively
- ✓ Leaders take risks
- ✓ Leaders build power
- ✓ Leaders reflect, learn and grow



Organizing Process



Step #1- Explore

Visit formal and informal leaders

Map power dynamics

Explore values

What makes this community
unique

What needs to change

Go slow - the speed of trust



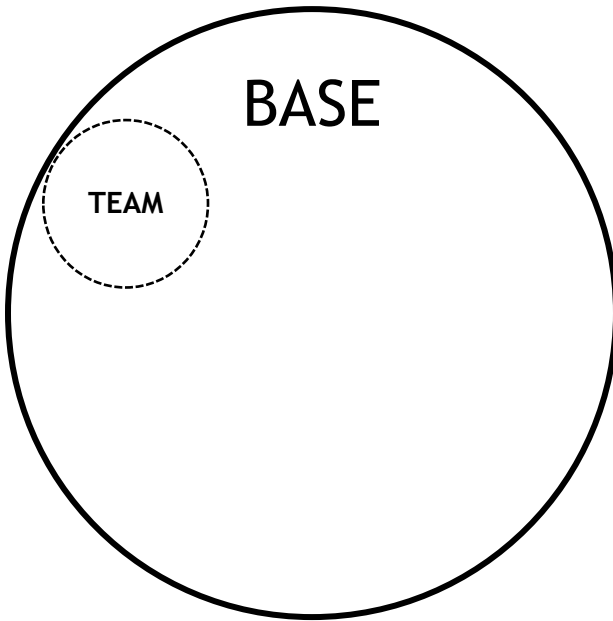
Step #2 -Team Building

- ✓ Invite people to training
- ✓ Invite people personally to join team
- ✓ Construct team that includes key constituencies
- ✓ Build trust
- ✓ Commitment to meet regularly

Commit to grow membership!



Teams Build Bases



**The team's task is to organize the
community into a strong base that can
negotiate its interests**

Step #3: Listen

To everyone!

How long have you lived here?

What changes have you seen?

What change do you want?

What role could you play?

***“Sometimes when we attempt to
listen to another person, we
can’t hear them because we
have not listened to ourselves
first.”***

-Thich Nhat Hanh

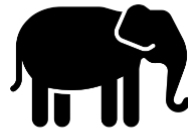
Cutting an issue

Slice a big problem into
manageable pieces

Good issues are: concrete,
winnable, unite, improve lives
and are steps to bigger change

***“There is only one way to eat an
elephant: one bite at a time.”***

-Bishop Desmond Tutu



Step #4: Research



Who has power to help us solve this issue and how much power do we need?

Start with officials at the bottom of the ladder of power - work your way up to the bigwigs

Possible questions

- What do you know about this issue?
- What has been done in the past to address this issue?
- What is your role? Who do you report to?
- Will you work with us?
- Who else plays a role in decision-making?
- How does the budget work?

Step #5: Negotiation

We get as much justice as we have the power to compel

- ✓ Are we clear what we want?
- ✓ Are we clear what we bring?
- ✓ Are we negotiating with the right person?
- ✓ What options do we have if they say no?

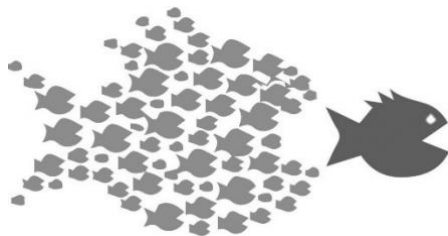
Step #6: Public Action

Why:

- ✓ Make commitments public
- ✓ Hold officials accountable
- ✓ Show our power as a community
- ✓ Control agenda - control outcome

Sample agenda

- Credential - who we are (power!)
- Testimony
- Research report
- Public commitments
- Next steps and accountability



Step #7: Reflect & Evaluate



**Reflection = how
do you feel?**

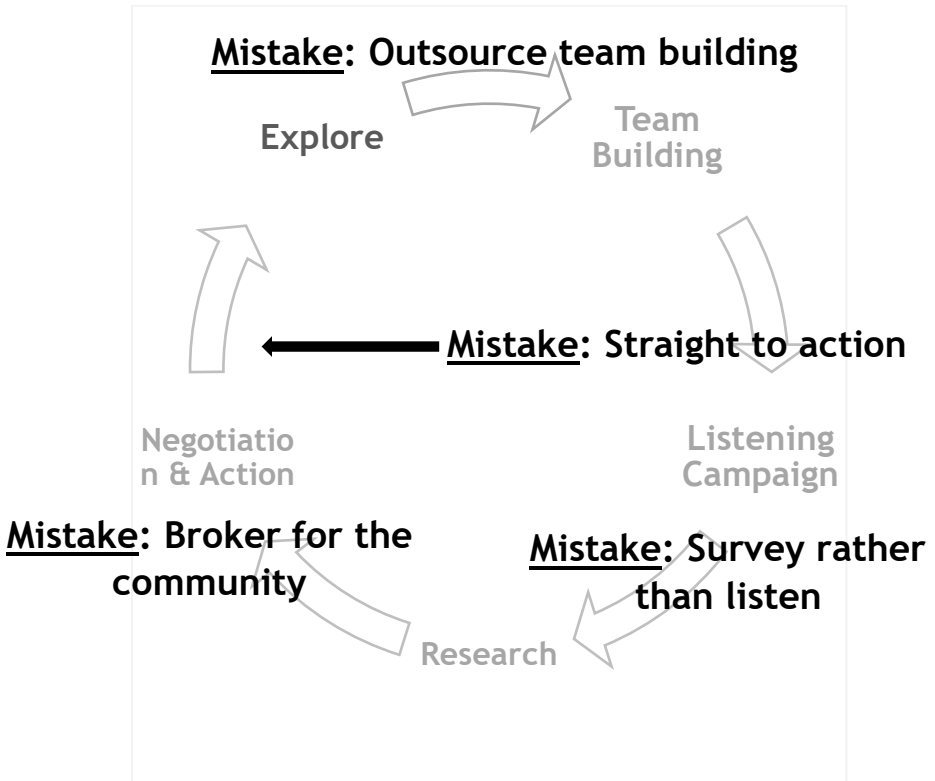


**Evaluation = how
did we do?**

Getting Unstuck

| Sticking Point | Solution |
|--|--|
| <i>“Team is too small & not growing”</i> | Go back to exploratory and training process |
| <i>“Lack of community support”</i> | Take time to listen to everyone |
| <i>“People criticized or punished for participating”</i> | Build strong ties among core leaders to withstand pressure |
| <i>“Officials don’t respond or say no”</i> | Research actions working up the ladder of power |
| <i>“Loss of energy after victory”</i> | Repeat the organizing cycle |

Sticking Points



Campaigning for Change

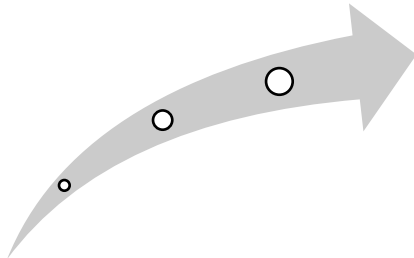
How to change policy and systems



**Connect the dots
between local issues**

*How many other people have the
same problem?*

- ✓ Do research actions to identify **root causes**
- ✓ Find **allies**
- ✓ Shape the **news**
- ✓ Plan your campaign in **phases**



Organizing Principles

- *Don't do for people what they can do for themselves*
- *Don't speak for people who can speak for themselves*
- *When in doubt, do a one-on-one*
- *There is no easy way to make change*
- *Real power is often hidden*
- *Power respects power*
- *No permanent allies, no permanent opponents, only shared interests*
- *The rewards go to those who do the work*

Tips on teaching/training

Basic structure

- Ask question to assess knowledge
- Teach content using examples
- Practice skill with role plays
- Reflect and evaluate on what people learned

Tips on coaching

- ✓ Clarify goals and choices
 - ✓ Ask why questions
- ✓ Help people connect dots

Untangle challenges

-Internal - *how could we think about this problem differently?*

-External - *what other power or knowledge do we need?*

Your Role

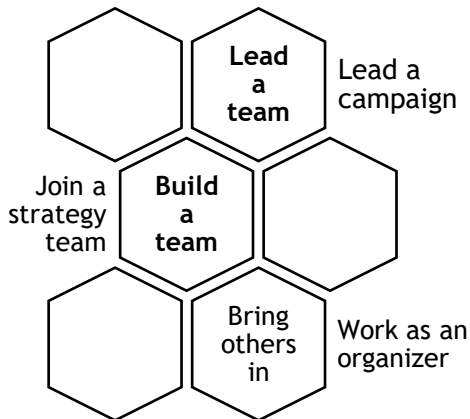
Make a choice to lead - yes you!

Bring other people into organizing

Strengthen your team

Help people build new teams

Lead a larger campaign to change
the world



For more information

www.faithinactioninternational.org

