ECO-ACTION
TRAINING THE TRAINER SERIES

RATIONALE

ECO-Action's shared values and vision embody the following: helping people help themselves; helping people learn to build people power for change; relating to people of color as partners in a community; building the infrastructure for a statewide social justice movement to transform Georgia.

In pursuit of this shared vision, we realize the need to cultivate a core group of individuals who share our vision and who can act as change agents in their communities, addressing environmental and other dangers of injustice. Hence, ECO-Action's *Training the Trainer Series* is being organized for participants to deepen their consciousness for social justice and strengthen their capacity to transfer knowledge, skills, motivation and attitude to others as part of a grassroots movement for positive social change.

PARTICIPANTS

Prospective participants for this training are expected to share ECO-Action's vision as stated above. In identifying participants, we asked ourselves this question: Will this person help to build the infrastructure for positive social change in Georgia communities?

Our goal is for members of the community-based groups to be the primary participants of this training series because they are the source of power for building a sustainable infrastructure for change in Georgia communities. Within the community-based groups, we will focus on people who remain locked out of traditional circles of power and influence. We believe these are the people who must be affected by this learning series if we are to build a sustainable infrastructure for change. The remaining participants will be technical-assistance providers and young people who want to work with community-based groups for change. *Our desire is to maximize every opportunity that will facilitate the transfer of learning for change.*

All participants will meet the following criteria: 1) Receptive to learning; 2) Potential for and/or demonstration of leadership; 3) Working to assist or support community groups working for change; and 4) Desire to develop and encourage methods to help people help themselves.

The number of participants is limited to 10-15 people to maximize quality of interactions and learning among participants themselves and with trainers.

DEFINITIONS

Learning: A lifelong process to acquire knowledge, skills, attitude and motivation, that *usually* bring about change.
Development: Learning for the general growth of the individual and organization.
Skill: A simple or complex sequence of practical steps and activities.
Learning Organization: An organization in which people at all levels, individually and collectively, are continually increasing their capacity to get results they really care about (Karash, R. 1994).
Social Change: Changes in the social structure of a society or community (i.e., voting rights for women, civil rights laws) as a result of people organizing for power to meet the needs of those who are locked out of the traditional circles of power and influence. This usually means creating new, alternative institutions that will serve people. *Social service* relieves the immediate situation while *social change* alters the political, economic, social, or cultural institutions or customs that are the sources of the problem.

FUNDING

TRAINING THE TRAINER SERIES
AN ECO-ACTION LEARNING INITIATIVE FOR SOCIAL CHANGE

AN OVERVIEW

SEMINARS

Seminar I   ENVIRONMENTAL AND POLITICAL EDUCATION

* The Environment in a Historical Context
* Analyzing Power-Corporate Polluters, G'ment Agencies & Community
* Organizing Strategy for Change
* How to Make an Impact
* Troubleshooting

Seminar II VISIONING FOR SOCIAL CHANGE

* Values and Environmental Decision-Making
* Building Vision upon Values
* Developing and Sustaining a Shared Vision
* Translating Vision into Action
* Attitude, Motivation and Support System
* Troubleshooting

Seminar III INDIVIDUAL AND ORGANIZATIONAL DEVELOPMENT

* Assessment of Individual and Organizational Needs
* Developing Resources
* Planning for Changes
* Organizational Culture, Structure and Process
* Accountability to Community and Partners
* Troubleshooting

Seminar IV   TRANSFERRING TO OTHERS

* Teaching & Facilitation Methods
* Evaluation Tools
* Challenges of Being a Change Agent
* Developing A Support System
* Demonstrating and Practicing Methods & Skills
* Troubleshooting