

## WHO WE ARE

The Nucleus Foundation is a non-profit association working in development cooperation under an MoU with the Ministry of Nation Building & Estate Infrastructure Development, providing a range of services to partner agencies throughout Sri Lanka. These solutions range from designing and implementing projects, training programmes, consultancy services and other bespoke interventions. The Foundation was set up as the exit strategy of two longstanding German Development Cooperation (GTZ) projects and has been in operation since 2007. The Directors of the Foundation count many years of experience in development cooperation having worked in multi cultural multi international teams executing programmes in a professional and result oriented manner.



## OUR TRAINING RELATED SUPPORT SERVICES

Our service arm, Optimise, has been set up to address the need for professional support services including;

- ▶ Workshop organisation & moderation
- ▶ Training aides and equipment
- ▶ Evaluations and reporting
- ▶ Research services



## WHAT MAKES US DIFFERENT

**Our approach to training** - we firmly believe training alone is never the solution. Experience in application of the concepts and tools coupled with follow-up and coaching are essential to achieve the intended results.

**Investing time on preparation** - We invest time in preparation since we believe it is a key ingredient for the success of any training.

**Experience** - Our directors have a combined experience of over 25 years managing the execution and delivery of over 1,100 demand driven training and capacity building programmes to over 6,000 persons across 18 districts of Sri Lanka. This includes experience in designing and managing development projects including the financial management of subsidy and local grant funds across 18 districts of Sri Lanka involving a range of local partners including associations, chambers, CBOs, NGOs and micro finance providers. This experience is complemented by an in-depth understanding of ground realities working with and relating to beneficiaries and public and private stakeholders in these districts, in multi-cultural environments.

## TRAINERS AND RESOURCE PERSONS

Identifying and retaining reliable, efficient and flexible resource persons who's strength is their ability to be innovative has been an asset that sets us apart from conventional training providers.

In order to maintain the expected standards and quality of the programmes we implement, we maintain a database of trainers and resource persons throughout Sri Lanka. They range from professional freelance trainers to management level staff at leading private, governmental and non-governmental agencies to senior lecturers at leading Universities. They are engaged based on the requirement of expertise for each program and their availability. This gives us the flexibility to run programmes throughout the year, in any district in Sri Lanka and in any language and has the added advantage of being a network of stakeholders that can be relied on not only for training but also for the follow up.

## TRAINING MANUALS DEVELOPED

The following manuals have been developed for a range of clients with the involvement of our Directors

- ▶ Nucleus Counsellor Training Manual - a modular course on small business counselling and business diagnostic tools
- ▶ Handbook on cashew processing for micro entrepreneurs
- ▶ Handbook for Nucleus Counsellors
- ▶ Small business counselling manual
- ▶ The Management Challenge Manual
- ▶ Manual for Training Managers on Module Development
- ▶ Training of Trainers Manual on enterprise development, counselling and follow up

### IN THEIR OWN WORDS (PARTICIPANT FEEDBACK)

- *It has been a well organized training programme and I learned lot. The mistake that we have done in the past and the knowledge that I gained from this programme will help us and improve our organizations and the community as a whole.*
- *Method adopted is very good, participatory attempt of the trainer trainee combination very effective. Technique of passing the message through activities are very effective.*
- *Though I have attended many workshops, this is the best workshop I have ever experienced. It was well prepared, and the resource persons were committed towards the workshop 100%. Nice flow of the program (we did not recognize the time passing).*
- *After the session I am motivated to think in different ways and I understood better than previous times what kind of abilities I should have in the future ...*
- *Experiential learning was a new method of learning for me and I thought it was a very effective learning methodology that should be used more often by trainers*
- *The multi faceted approach and aspects in the concept of teaching that were used: especially when adults were the listeners - as well as "so much in so little a time", specifically portrayed to me the importance of "Thought"*
- *I am very happy to say that TOT had been really useful to me to overcome many challenges I faced in career. I got an opportunity to explore my strengths and weakness and also I was well trained on the innovative ways and means to promote and develop entrepreneurship.*

### OUR CLIENTS TO DATE



### OUR TRAINING PRODUCTS

Our products have been developed to meet specific needs of partners and their beneficiaries over the years and combine the best of experiential learning techniques such as games and role plays with other adult learning techniques. Many of the products are adaptations of modules introduced by international training experts from Germany, The Netherlands, Belgium, the Philippines and the United Kingdom. During each application the modules are fine tuned to suit the participants of the particular training and our strength lies in being able to adapt and change the content to suit the participants of a particular program.

- ▶ Handbook for Nucleus Counsellors - Small Business counselling and diagnostic tools
- ▶ Moderation & Group Counselling (one year training programme)
- ▶ Nucleus Counsellor Licensing Programme (one year licensing programme)
- ▶ The Management Mirror (evaluation of management competencies)
- ▶ The Management Diamond (management: knowledge and tools)
- ▶ ASPIRE (Analysis, Strategy, Planning, Investing, Realising, Evaluating)
- ▶ The Entrepreneur Challenge (programme for entrepreneurs)
- ▶ Entrepreneurship & Business Planning
- ▶ Marketing Linkages for Small Enterprises
- ▶ Project Management for CBOs (intensive practical training on managing grants)
- ▶ Financial Management and Book Keeping for CBOs
- ▶ Organisational Development of Associations (workshop for office bearers of chambers and associations)
- ▶ Lobbying and policy advocacy for Chambers and Associations (for office bearers)
- ▶ BizGen (business idea generation workshop)
- ▶ RACE (Rapid Appraisal of Competitive Enterprises)
- ▶ You Lead (Youth Leadership and Motivation)
- ▶ Sales Excellence (Training for sales staff)
- ▶ ToT on Training Module Development
- ▶ Pre School Development (programme for improving management of pre schools)
- ▶ Initiating Income Generation Programmes (for staff of NGOs and Associations)
- ▶ Intrapreneurship

In addition to the above products, during the execution of our projects we have facilitated training programmes for over 6,000 small businesses throughout Sri Lanka based on their needs using our signature Nucleus Approach.