

# 2025 TRAINING PROGRAMME

## FOR A STRONG SOCIAL FABRIC

*Our 2025 programme is  
designed for those wanting  
to make tangible impact  
and change.*



**LEARN MORE**

[civilsocietyacademy.org](http://civilsocietyacademy.org)

# EXCEPTIONAL LEADERSHIP MASTERCLASS

CREATE IMPACT AND LEGACY FOR A BETTER WORLD

MODULE 1: KENYA / 07-11 JULY 2025

MODULE 2: ETHIOPIA / 15-19 SEPTEMBER 2025



Participating in this Exceptional Leadership Masterclass has elevated my skills and confidence in profound ways. Before attending, I felt like a leader of a small football club. Now, it feels as though I've joined the international league, stepping onto a much grander stage. This masterclass is, without a doubt, the best training I have ever received. I am incredibly inspired and equipped to lead at levels I never imagined possible.

- Dildar Mehmet (Head of Project, Welthungerhilfe Turkey)



IN THE PAST DECADE,  
MORE THAN 200 NGO  
LEADERS HAVE EMBARKED  
ON THIS LIFE-CHANGING  
LEADERSHIP EXPERIENCE.

THIS IS NO ORDINARY LEADERSHIP TRAINING



EUR 2900 P.P\*

THIS TRAINING INCLUDES:

- Two training modules in Kenya and Ethiopia
- One-on-one coaching
- Accommodation in a relaxed environment
- Meals and snacks
- All training materials
- Masterclass Certificate

[LEARN MORE](#)

# KEY TOPICS



## SELF-LEADERSHIP

- Deep dive into your leadership style, your values, talents, and your life purpose.
- Develop seven leadership habits for exceptional civil society leaders, such as Think People or Strategic Leadership.
- Improve your communication and coaching skills.

## TEAM LEADERSHIP

- Deep dive to analyse your team and how you lead or manage the team members.
- Learn how to increase team performance through performance management, conflict resolution and agile management systems.
- Explore how to improve meetings and collective decision-making processes in teams.

## ORGANIZATIONAL LEADERSHIP

- Analyze other civil society organizations through the Impact Navigator available under [www.impactcards.org](http://www.impactcards.org) and its four spheres: purpose, culture, impact and resources.
- Learn practical ways to improve your organizational leadership, for instance through best practices in strategy processes, developing a theory of change, optimizing core processes, or attracting talent.
- Deep dive into exploring your organization and potential change processes to make it more impactful and future-proof.

## CIVIL SOCIETY

- Explore the roles and the ecosystem of civil society, and how it affects democracy and justice in your country.
- Deep dive into selected civil society roles, such as advocacy and watchdog functions, organizing and empowering people, and social innovation.
- Be inspired by 100+ case studies of civil society leaders, and by guest speakers and organizational visits, which will open new perspectives on how you can change the world.

## YOUR FACILITATORS



Sohini has a Social Science background with master degrees in Geography and Regional Planning. She is a certified Life and Leadership Coach. She has more than two decades of experience in the development sector supporting the work of many social change organizations on issues of local self-governance, right to information, and land rights. She has worked on capacity building of civil society organizations, from grassroots community groups to large networks. Sohini is passionate about civil society strengthening and holds space for those who are enthusiastic and ready to learn - this is reflected in her facilitation style.



Retta Menberu Woldetsadik (M.D., MSc) stands up for civil society-state dynamics, good governance, advocacy, and a rights-based approach to development. Since 2018 he has been part of CSA, built up, and leads the Africa office to advocate for change and empower the youth. After working more than two decades in development and health leadership, as a trainer, researcher, and consultant in clinical medicine and public health, Retta developed himself to a broader development leadership and facilitation role by operating as Country Director for ActionAid International, and as regional Strategy Adviser for Rush Foundation. Additionally to his work with CSA, he works as a coordinator, researcher, adviser, and facilitator of international development and humanitarian organizations, alliances, and multi-actor partnerships in diverse contexts across Africa, Asia, and Europe.



Joachim is passionate about social justice and co-creation. In 2014, he left his NGO career to embark on a mission to support like-minded civil society actors and social entrepreneurs in becoming more powerful and innovative. Together with his colleagues, he started the Civil Society Academy, which initially became active in India and then expanded to many parts of the world. In 2023, Joachim founded the Civil Society Academy International as a social enterprise in Germany. Joachim is an outstanding trainer and coach. He loves facilitating collective processes for organizations and networks that are fun and creative, yet focus on creating impact with disadvantaged groups. He excels in producing results in leadership, culture, innovation, and strategy. After more than 20 years in Africa and Asia, he is now based in Berlin.





# POWERFUL, EFFECTIVE, INSPIRING

## 4 DAYS FACE-TO-FACE TRAINING



**ETHIOPIA, KENYA, TOGO, NEPAL, CAMBODIA**



**700 EUR p.p for International and Affiliated NGOs / 350 EUR p.p for National NGOs**

Discounts: 50% for National NGOs, 20% Early Bird, 10% for Groups of 3 and more

### PARTNERSHIP AND COALITION BUILDING

Build effective coalitions for lasting impact

- Transform your understanding of collaboration into actionable strategies to overcome development challenges.
- Learn the principles that drive successful coalitions—articulating shared identity and vision, establishing functional structures, and fostering equitable sharing of roles, resources, and risks.
- Discover practical approaches to sustaining motivation, maintaining commitment, and measuring progress to celebrate collective success.

This Partnership and Coalition Building Training equips you with the tools, insights, and strategies to lead effective coalitions, empowering you to drive transformative change and address complex development bottlenecks together.

#### WHEN & WHERE

**04 - 07 FEB IN ADDIS ABABA**



### LEADERSHIP AND MANAGEMENT FOR NGOS

Become an empathetic leader and empower your team

- Master transformational leadership skills to lead with vision and inspire lasting change in your NGO and community.
- Gain practical management tools to enhance operations, resource management, and advocacy efforts.
- Build a global network by connecting with like-minded leaders, forging valuable partnerships to address shared challenges.

This NGO Management and Leadership Training equips you with the strategies, insights, and connections to lead effectively and maximize your NGO's impact, empowering you to drive sustainable change.

#### WHEN & WHERE

**22 - 25 APR IN KATHMANDU**



**19 - 22 AUG IN PHNOM PENH**



**07 - 10 OCT IN ADDIS ABABA**



### LEADERSHIP ET GESTION DES ONG

Devenez un leader empathique et responsabilisez votre équipe

- Maîtriser les compétences de leadership transformationnel pour diriger avec vision et inspirer un changement durable dans votre ONG et votre communauté.
- Acquérir des outils de gestion pratiques pour améliorer les opérations, la gestion des ressources et les efforts de plaidoyer.
- Construire un réseau mondial en se connectant avec des leaders partageant les mêmes idées, en forgeant des partenariats précieux pour relever des défis communs.

Cette formation à la gestion et au leadership des ONG vous permet d'acquérir les stratégies, les connaissances et les contacts nécessaires pour diriger efficacement et maximiser l'impact de votre ONG, en vous donnant les moyens de conduire un changement durable.

#### QUAND ET OÙ

**22 - 25 JUILLET IN LOME**



### ADVOCACY AND SOCIAL ACCOUNTABILITY

Engage citizens and influence policy makers for good governance

- Master the fundamentals of advocacy and social accountability to drive meaningful change!
- This in-person training equips NGO professionals with essential strategies to influence policy, engage stakeholders, and promote transparency.
- Learn practical tools to effectively advocate for your cause, hold systems accountable, and mobilize communities for social change.

Perfect for NGO professionals seeking to enhance their advocacy efforts, strengthen social accountability practices, and create lasting impact in their communities.

#### WHEN & WHERE

**15 - 18 JUL IN ADDIS ABABA**



**25 - 28 NOV IN KATHMANDU**





**INTERACTIVE, INSPIRING, ACCESSIBLE**

## 4 DAYS ONLINE TRAINING



**ONLINE & LIVE-FACILITATED**



**360 EUR p.p for International and Affiliated NGOs / 180 EUR p.p for National NGOs**

Discounts: 50% for National NGOs, 20% Early Bird, 10% for Groups of 3 and more

<p><b>L' ESSENTIEL DU LEADERSHIP</b></p> <p>Développez-vous et renforcez une équipe dynamique</p>	<ul style="list-style-type: none"> <li>• Maîtrisez les compétences de base en matière de leadership pour conduire des changements significatifs !</li> <li>• Cette formation compacte dote les dirigeants d'ONG d'outils essentiels pour diriger des équipes, rationaliser les ressources et favoriser une collaboration efficace.</li> </ul> <p>Idéale pour ceux qui sont prêts à augmenter leur impact et à créer une valeur durable au sein de leurs organisations et de leurs communautés.</p> <p><b>QUAND ET OÙ</b></p> <p>18 - 21 MARS / EN LIGNE </p>
<p><b>PROJECT CYCLE MANAGEMENT FOR NGOS</b></p> <p>Driving NGO success through robust project cycles</p>	<ul style="list-style-type: none"> <li>• Master the essentials of project management to create meaningful, lasting change!</li> <li>• Our training provides NGO professionals with practical tools to effectively plan, implement, monitor, and evaluate projects, ensuring sustainable and measurable results.</li> <li>• Gain valuable insights to enhance your skills, optimize resources, and elevate your impact.</li> </ul> <p>Perfect for NGO professionals seeking to enhance project effectiveness and create lasting positive change in their communities.</p> <p><b>WHEN &amp; WHERE</b></p> <p>08 - 11 APR / LIVE ONLINE </p>
<p><b>ONLINE FACILITATION AND PRESENTATION</b></p> <p>Navigating the digital world with confidence</p>	<ul style="list-style-type: none"> <li>• Master the art of online facilitation and presentation to engage, inspire, and lead effectively!</li> <li>• This training equips NGO professionals with essential skills to deliver impactful virtual sessions, workshops, and meetings.</li> <li>• Learn practical tools and techniques to communicate with clarity, foster collaboration, and keep your audience engaged.</li> </ul> <p>Perfect for NGO professionals who want to elevate their online presence, enhance team dynamics, and drive meaningful engagement in their communities.</p> <p><b>WHEN &amp; WHERE</b></p> <p>13 - 16 MAY / LIVE ONLINE </p>
<p><b>FUNDRAISING STRATEGIES FOR NGOS</b></p> <p>Master the art of fundraising for lasting change</p>	<ul style="list-style-type: none"> <li>• Master the essentials of fundraising to empower your NGO's mission!</li> <li>• This training provides NGO professionals with proven strategies to develop impactful fundraising campaigns, engage donors, and secure sustainable funding.</li> <li>• Learn practical tools to craft compelling messages, build relationships, and maximize resources.</li> </ul> <p>Perfect for NGO professionals aiming to enhance their fundraising skills, strengthen donor engagement, and drive lasting support for their cause.</p> <p><b>WHEN &amp; WHERE</b></p> <p>07 - 10 OCT / LIVE ONLINE </p>



## BUILDING A STRONG SOCIAL FABRIC

We are an agile team of experienced facilitators, certified coaches, and designers from civil society.

### WHY CHOOSE US

- Expert Facilitators and Certified Coaches
- Holistic Approach to Connecting Knowledge to Action
- Expertise on Leadership, Organizational Strategy and Change, Advocacy and Social Accountability, NGO Fundraising
- Accessible Tools for Tangible Impact

[READ OUR MANIFESTO](#)

## WHAT WE DO



Transformative Training and Coaching for NGOs



Design and Facilitate Customized Solutions for Change



Develop game-changing toolboxes for civil society



Inspire and Train Exceptional NGO Leaders Worldwide



[www.civilsocietyacademy.org](http://www.civilsocietyacademy.org)



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Offices in Berlin & Addis Ababa