

Bridges of Hope Newsletter

New Tools for Change in HIV/AIDS Education

August 2005

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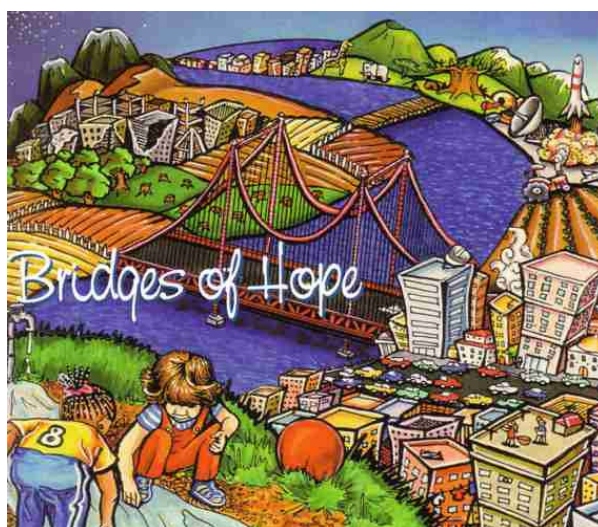
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Picture courtesy of Idea Lab Pty Ltd / Standard Chartered Bank

1. Editorial

Bridges of Hope newsletters offer an update on new developments, and a forum to share and exchange your ideas and experiences around using the [global award](#) winning *Bridges of Hope* participatory training tools and behaviour change techniques. For those not yet using the *Bridges of Hope* package, these newsletters provide some insight into how it has been applied to date, and the impact it can have.

As well as a variety of in-house programmes, **open 3-day *Bridges of Hope* Training of Trainers Programmes** are now offered, including one from 29-31 August in Johannesburg (details at the end of this newsletter).

Please [send in your contributions](#) for the next issue, including:

- Evaluative feedback, comments and on any aspect of your experiences using *Bridges of Hope* training activities and behaviour change techniques.
- Ideas for changing /improving / adding to (or deleting) particular activities.
- Short reports on any programme making use of *Bridges of Hope* activities and techniques.
- Illustrative photos.
- Letters or questions to the editor.

If you would like to [subscribe](#) to receive electronic copies of future *Bridges of Hope* Newsletters and updates, send an e-mail to peterl@mweb.co.zw with "subscribe BoH Newsletter" in the subject line.

[To unsubscribe, click here and send.](#)

2. *Bridges of Hope* in-house Training Programmes

In-house *Bridges of Hope* based training programmes continue with a variety of corporate and other clients. As well as training their staff peer educators / trainers / 'Champions', these programmes often include adapting, tailoring and branding the latest edition of *Bridges of Hope* to address the specific needs, issues and context of particular target groups.

Standard Bank

Following the success of the 2003 Standard Bank / Stanbic Bank Africa wide *Bridges of Hope* HIV/AIDS training programme (directed by [Peter Philip, Head of Corporate Health](#)), an updated and enhanced 2005 Standard Bank edition has been developed, incorporating several new activities and many refinements to the original ones. A training of trainers process is now underway to equip 300 staff Champions in South Africa to use it with their colleagues, families and communities.



Fig 1: Standard Bank HIV Champions facilitating a 'real life training practice session' at a Johannesburg shopping mall during a *Bridges of Hope* Training of Trainers Programme. Dimakatso Malepe is explaining to interested shoppers how the 'White Blood Cell' (Lindelani Hlongwane) is pushing 'HIV' (Ruvendri Naidoo) down into one corner of 'the human body', so that the 'White Blood Cell' remains free to fight off other 'Infections'. In the latest 2005 edition of the *Bridges of Hope Users Guide*, this activity has been adapted and extended so that it also clarifies the role of ARVs, when to start using them and the importance of adherence.

Netcare

A group of Nurse Trainers from different Netcare Training Academies around South Africa attended a recent 3-day *Bridges of Hope* training of trainers programme.

Fig 2: During *Bridges of Hope* 'Real Life Training Practice' session, Netcare Nurse Trainers Nellie Naranjee, Ronel Schroeder, Cornelia van Velden and Nozipho Nthembu engage people at Oriental Plaza to participate in the *Walking the Bridges* activity. (Photograph by Bev Frieslich)

Feedback included that the new *Bridges of Hope* T-shirts they are wearing gave them a valuable sense of identity and 'official status' when facilitating community outreach sessions. Such T-shirts will be offered to participants on all future *Bridges of Hope* Training of Trainers programmes.



[Monica Rasepae](#) reports:

"It was during a real life practical training session when one of the participants tried to cross the bridge. The husband was watching as the wife made her attempt through life. The wife had problems crossing and was just about to fall when the husband loudly and politely said to her "wear a condom" meaning use the yellow bridge. This of course saved the wife from falling and the husband from being infected. It was a practical example and confirmation that the activity was clearly understood by the couple".

Youth and Community Programmes in Zambia and Malawi

Various *Bridges of Hope* activities and behaviour change techniques have been incorporated into national youth and community programmes in both Zambia and Malawi, sponsored by USAID and managed by Johns Hopkins University/Center for Communication Programs through the Zambia Health Communication Partnership and the Malawi Bridge Project.

3. South African AIDS Conference

Bridges of Hope exhibited with Advantage Training at the South African AIDS Conference in Durban in June. Sincere thanks for sponsorship of the exhibition stand to DaimlerChrysler SA, who are using a *Bridges of Hope Mini Package* as part of their peer education programme.

4. Feedback

Here are some comments from those involved in some participatory demonstrations of *Bridges of Hope* activities and techniques during the HIV/AIDS Policy Implementation Conference hosted by Advantage Training in Johannesburg earlier this year:

- "Very practical and inspiring" L.T. Motingwa - Debswana Diamond Company, Botswana
- "Brilliant and enthusiastic" Dr J. Toebosch - HIV-Line, SA
- "Excellent educational tool" W. Luthuli - Umgeni Municipality, SA
- "Wow! What an experience!" Z.B. Buthelezi - National Ports Authority, SA
- "Lively, interesting & unforgettable" V. Mentor - GDE

5. Open Training of Trainers Programme, 29-31 August

The first open 3-day *Bridges of Hope* Training of Trainers Programme is being hosted by Advantage Training at Gillooly's Conference Centre, Johannesburg from 29-31 August 2005. There are still a few places available. To book, please print page 7 of this Newsletter and FAX the Registration Form to Advantage Training, or ring 011 609 9111. For more information about this and other open *Bridges of Hope* training programmes, [contact Peter Labouchere](#).

6. Certification Process

A *Bridges of Hope* Certification Process has been developed to provide well-earned recognition for those who, as well as completing a recognised *Bridges of Hope* Training of Trainers programme, demonstrate their commitment in applying the techniques they have learnt to address the HIV related issues of a range of target groups. For [details of the certification process, click here and send](#).

[Daniel Kotton](#), who is leading the training process for rolling out Standard Bank's 2005 edition of *Bridges of Hope* (described above) was the first person to complete this process and receive a *Bridges of Hope* presentation certificate like this:

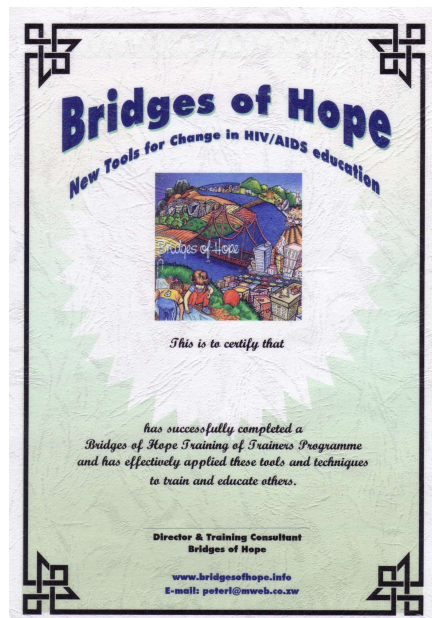


Fig 5: Certificate

7. Forum Theatre - hints and tips for its effective use

Forum Theatre is a powerful interactive drama technique for building skills and strategies to address a wide spectrum of difficult relationship issues. Some 'traditional' educational drama presentations start by presenting the issue or 'the problem' with a short drama sketch and then proceed to either presenting 'the solution' to a passive audience, or to initiating some discussion with the audience around the issues raised by the sketch. Forum Theatre introduces the issue in a similar way, but then challenges and engages the audience in creating, suggesting, developing and practicing strategies and skills for achieving a better outcome to the scenario presented.

Forum Theatre was developed in South America by Augusto Boal, as described in detail in his book *Theatre of the Oppressed*. For inclusion as one of the activities in the *Bridges of Hope* package, the Forum Theatre technique has been adapted and the facilitation notes simplified so that it can be learnt quickly and used effectively without requiring a group of trained actors.

Forum Theatre is an activity which many think needs a stable, fixed audience in a relatively 'closed' environment. However, participants involved in a pre-test workshop for the *Zambia HEART Life Skills Toolkit* demonstrated that they could use it effectively with taxi drivers, market sellers and their customers at Garden Market, Lusaka, as illustrated below:



Fig 3: These photos show Forum Theatre being used during a community outreach session to build strategies and skills for supporting someone who discloses that they are living with HIV.

Hilda Ngunga is role-playing an unsupportive friend to someone (Robert Zulu) who has just disclosed to her that he is HIV-positive. Facilitator Paul Luanga (using a stick bridge as a film director's 'clapper board') is ready to stop the play as soon as participants object to the unsupportive way the friend is behaving.



Fig 4: The facilitator has invited a member of the audience to take the place of the unsupportive friend and demonstrate how to be more supportive of the person who has disclosed their HIV-positive status.

The facilitator again invites members of the audience to intervene, so they continue to be actively involved with improving their strategies and skills to address this issue.

From observing many different groups grappling to master the Forum Theatre technique, here are a few notes, hints and tips for its effective use, as a supplement to the facilitation notes in the *Bridges of Hope Users Guide*.

An effective Forum Theatre session requires:

- ◆ A facilitator or "DIRECTOR" who manages the process and interaction with the audience. The director must not act in the drama sketch.
- ◆ A clear OBJECTIVE (in the mind of the director) i.e. for participants to develop strategies and skills to address a particular relationship issue.
- ◆ A "KEY CHARACTER" in the drama who very obviously demonstrates to the audience that s/he lacks these strategies and skills, and does and says things which result in a bad outcome.
- ◆ Another ACTOR (or possibly actors, but keep it simple), who creates the situation and tries to persuade and pressure the Key Character into doing and saying things which result in a bad outcome.
- ◆ AUDIENCE members to be actively engaged in creating a better outcome by changing what the Key Character does and says. To avoid confusion, maintain the focus on changing the behaviour of the Key Character only.
- ◆ An opportunity for all participants to practice what they have learnt, through role-playing in pairs or small groups.

Here is an illustrative example:

- ◆ Objective: To build assertiveness and refusal skills and strategies for a young person to avoid being pressured into having sex when s/he does not want to.
- ◆ Before running the activity, the Director should identify and brief two 'actors' (co-facilitators or audience members) as follows, and get them to practice if possible.
 - The Key Character (a young woman in this example) must act passive and give in easily to the pressure from the other actor (a man) to have sex.
 - Both actors must repeat the sketch exactly the same each time, until a member of the audience intervenes and changes it.
 - When a member of the audience takes the role of the young woman, the man should try every means and tactic he can think of to persuade and pressure the new person playing the young woman to have sex with him.
- ◆ Present the sketch the first time. Then invite the audience to intervene the second time they see it, as soon as they think the young woman should change what they do or say.
- ◆ If nobody intervenes, allow the sketch run to the end, with exactly the same bad outcome. Tell the audience that they have allowed the young woman to suffer again, and that it is up to them to intervene and change what happens. Then run the sketch again. Persevere until an audience member intervenes, and avoid reverting to just demonstrating an assertive response yourself.
- ◆ When an audience member takes the role of the young woman, clarify before you re-start the sketch that other audience members can intervene again if they think the new 'young woman' should change what she does or says.
- ◆ Even if the first audience member to take the role of the young woman demonstrates an excellent, assertive response to the man's advances, ask if there are other ways to respond effectively and get other members of the audience to take the role and demonstrate what they mean. This explores alternative ways of addressing and presents more options for audience members should they face such a situation. Some may feel confident to use the assertive and direct response demonstrated by one role player, whereas others may feel more comfortable with a gentler, less direct, but still effective strategy demonstrated by another role player.
- ◆ If possible, get all participants to practice what they have learnt through role-playing the same scenario in pairs.

ADVANTAGE TRAINING PRESENTS

Bridges of Hope TRAIN the TRAINER

29 – 31 August 2005

Gillooly's Conference Centre – Johannesburg

Powerful and practical, global award winning
Training Tools and Behaviour Change Techniques
for dealing with HIV/AIDS issues, staying healthy and
realizing your goals and dreams in life

EXPERTLY PRESENTED BY:

*"Lively, interesting and
unforgettable"*

PETER LABOUCHERE
The creator of
BRIDGES OF HOPE

*"Very practical and
inspiring."*

Workshop Objectives

After attending this workshop, delegates will:

- ✘ Be able to confidently and effectively use the range of Bridges of Hope experiential learning activities and behaviour change techniques to address the HIV/AIDS related issues facing their work colleagues, friends, families and communities.
- ✘ Be able to explain and apply the key behaviour change concepts and underpinning principles incorporated in the Bridges of Hope activities and techniques.
- ✘ Have a plan for implementing what they have learnt.
- ✘ Leave with the knowledge, skills, confidence, and physical materials (e.g. Bridges of Hope kits) which they need to implement their plan.

Workshop Programme

The workshop will be highly participative and experiential, structured along the lines of this well proven framework: For the 3-day programme, participants first experience the training tools and activities as participants and apply them to address some of their personal issues around HIV and AIDS (Day 1), then practice using them with other participants (Day 2), then try using them in 'Real Life Training Practice' with groups from the local community (Day 3). Integrated throughout the programme are inputs on different HIV related issues and explanations of some of the powerful and practical behaviour change communication concepts and techniques underpinning the design of the Bridges of Hope training tools. Several of these are based on the consultant's experience as a qualified NLP (Neuro Linguistic Programming) Master Practitioner.

Bridges of Hope Training Kits

Each kit includes all the materials you need to use all the *Bridges of Hope* activities, such as: Bridges of Hope Users Guide (110 pages), narrow bridges, crocodiles, island, laminated card characters and crocodiles, risk ranking activity cards, cards for "what happens in the body", lanyards, condom demonstrator, condoms, folder, CD-ROM (with slides for transparencies & PowerPoint presentations), a *Bridges of Hope* T-shirt and a smart canvas bag to transport all materials.

REGISTRATION FORM BRIDGES OF HOPE - TRAIN THE TRAINER

Register Now! Please complete this form and return to **Fax No: +27 (0)11 609 5797**
or contact **Advantage Training** on: **+27 (0)11 609 9111** E-mail: natalie@advantagetraining.co.za

For enquiries about programme content and design, contact **Peter Labouchere** on: Tel: **+263 13 43254**
E-mail: peterl@mweb.co.zw

REGISTRATION DETAILS:

Company Name: _____ Country: _____

Postal Address: _____ Postal Code: _____

Tel Number: _____ Fax: _____

Nature of Business: _____

Company Size: 0-50 51-100 >101 > 250 500+

1. Name: _____ Surname _____ Designation _____ Email : _____

2. Name: _____ Surname _____ Designation _____ Email : _____

3. Name: _____ Surname _____ Designation _____ Email : _____

4. Name: _____ Surname _____ Designation _____ Email : _____

5. Name: _____ Surname _____ Designation _____ Email : _____

AUTHORISATION

Name: _____ Position: _____

Signature: _____ Date: _____

THIS CONTRACT IS NOT VALID WITHOUT A SIGNATURE
Signatory must be authorised to sign on behalf of the contracting company

TERMS & CONDITIONS

1. Payment Terms On the return of a registration form, full payment is required within 7 working days. Payment must be received prior to the conference date. **Advantage Training** reserves the right to refuse entry into the conference should full payment not have been received prior this date. Cancellations will be charged under the terms set out below.

2. Cancellations, No Shows & Substitutions:

Cancellations received in writing more than 21 days prior to the event being held carry a 50% cancellation fee. Should cancellations be received between 21 days and the date of the event, the full conference fee is payable and non-refundable. Non-payment or non-attendance does not constitute cancellation. No shows will be charged the full registration fees. Cash alternatives will not be offered, however, substitutions at no extra charge are welcome.

3. Alterations to advertised package: Advantage Training reserves the right to alter this programme without notice or penalty and in such situations no refunds or part-refunds or alternative offers will be made. Should **Advantage Training** permanently cancel an event, for any reason whatsoever, the Client shall be provided with a credit of the equivalent amount paid towards the cancelled event. In the case of a postponed or cancelled event, **Advantage Training** will not be responsible for covering airfare, accommodation, or other travel costs incurred by clients. **4. Copyright:** All intellectual property rights in the materials distributed by **Advantage Training** in connection with this event are expressly reserved and any unauthorised duplication, publication or distribution is prohibited.

CONFERENCE VENUE & DATES

Date: 29 – 31 August 2005
Venue: Gillooly's Conference Centre,
Johannesburg South Africa

METHODS OF PAYMENT

Direct Deposit:

Banking Details : **Standard Bank, Edenvale**

Account Number: **220 108 986**

Branch Code : **016 342**

Reference: **Please state your invoice number**

DELEGATE FEE

A) Train the Trainer Workshop = **R7 500**

B) Bridges of Hope Kit = **R1 450**

Fees include course documentation, lunch and refreshments.

