



ima
INTERNATIONAL

Innovative
Inclusive
Inspiring Change

Consultancy and
participatory training
**for international
development**

Welcome to IMA International

A message from our Managing Director...

Welcome to our 40th year providing training and consultancy services. As I write this we are just starting to travel a little more, complimenting the online presence we now have with all our clients. Our team has a different look to when we started in 1983, not least that over half our team weren't born!

Since then, we have evolved and now have a close association with the University of Sussex and their School of Global Studies. We are currently focused on working in the areas of climate change mitigation and adaptation, ecosystems, natural resources, and food and nutrition security. Of course we continue to support our clients in technical areas, working in the project cycle, from planning through to implementation, monitoring and evaluation, and most importantly, behaviour change and knowledge management.

Our values are lived and shared with all of you – we want to be innovative, inclusive and inspire change – that's what we are about and always have been. You can still be sure of participation being strong in all that we do going right back to the start of IMA's journey. Whether it be online or face-to-face open courses, tailored programmes or consulting, we will keep you engaged and learning, encouraging you and all those around you to change behaviour for the better and make our purpose shine through, giving more positive energy and focus to all our work.

Join us in any way you can – it will be memorable and inspire change!

We look forward to seeing you in 2023 – IMA's Ruby year!

Very best wishes,

Chris Grose, Managing Director





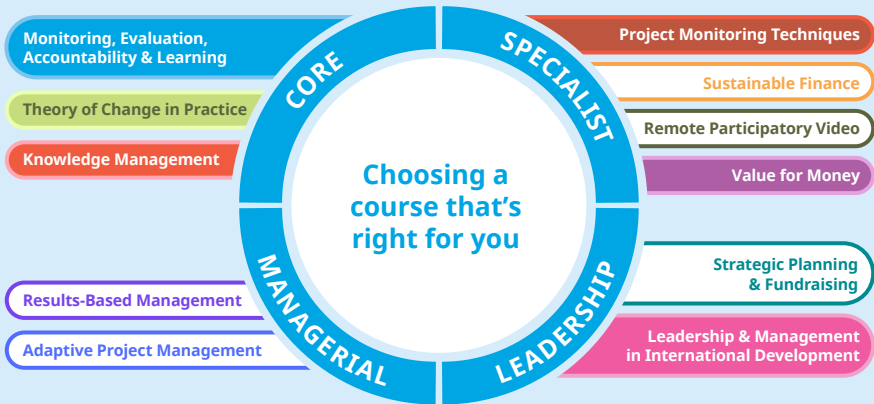
What we offer

It is important to us that our services help you to be **innovative** in an **inclusive** environment, to **inspire change**

Our services



We have a course for everyone at IMA. Whatever your organisations' needs, we can help you find the course that inspires change with your projects and people. Our courses cover a variety of core, specialist, managerial and leadership skills to help you build on your own skills and develop new ones. The matrix below shows the courses we offer at a glance, so you can choose the best one for your needs...



Looking for something different?

Contact us and our team can point you in the right direction to find the best training and services for you!

Online Training Courses



One of the best and most interactive course I ever took online. I will be looking forward to take other courses at IMA International in the future.”

W. Katerji, Online MEAL Course Alumni

Why online training?

- training wherever you are
- inclusive and open learning environment
- access to materials, presentations and resources
- scheduled live meetings including guided group webinars with experienced facilitators
- user-friendly online learning platform that allows you to learn when you learn best
- a mixture of learning styles: self-study and reflection, peer work, live webinars, group discussion, mentoring and follow-up support
- an accredited digital certificate of completion

Our online courses



Monitoring, Evaluation, Accountability & Learning (MEAL)

Using logic models, log frames and Theory of Change, learn how to implement MEAL practices. Then transform your learning from online to reality with guidance in using your skills in real-life contexts.



Theory of Change in Practice (ToC)

Our course looks at the significance of project preparation and planning and pushes participants to critically reflect on what influences change and how to see it.



Knowledge Management (KM)

Through conducting KM assessments, using knowledge sharing tools and techniques and developing a KM strategy, you can inspire your organisation to generate, capture, manage, synthesise, share and re-apply knowledge to co-create and innovate an effective organisation.



Project Monitoring Techniques (PMT)

Explore MEAL practices further; design your own relevant Real-Time Monitoring (RTM) systems for projects and programmes, using qualitative and quantitative methods. Learn how to analyse and present data to efficiently manage output progress whilst using innovative and flexible methods for tracking real-time progress.

All our open online courses can be tailor-made for your organisation - Contact us to find out more!



Face-to-Face Training Courses



Why face-to-face training?

- not just flip-charts and PowerPoints – benefit from exciting and engaging training with others
- hands-on exercises and participatory training to build your skills
- visit the local area – Bangkok, Cape Town, London, Brighton
- a social event – a river cruise, cultural evening, picnic, dinner or local guided walk
- share social time with fellow participants, learn from each other and build global connections
- accredited certificate of completion

The 5 day VFM course was comprehensive, engaging and extremely useful. The trainers were skilled and knowledgeable. Overall it was very good VFM! Well worth the trip from Australia to London.”

Nea Harrison, Director, Pandanus Evaluation - Vfm Course Alumni

Our face-to-face courses



Value for Money (VfM)

Applying the best practice in economic theory, our VfM course will provide you with tools and knowledge to embed and maximise VfM approaches, to ensure that your projects are running effectively and efficiently. Learn how to use tools and techniques, including analysis and decision-making, and how to embed these within your project cycle and M&E system.



Monitoring, Evaluation, Accountability & Learning (MEAL)

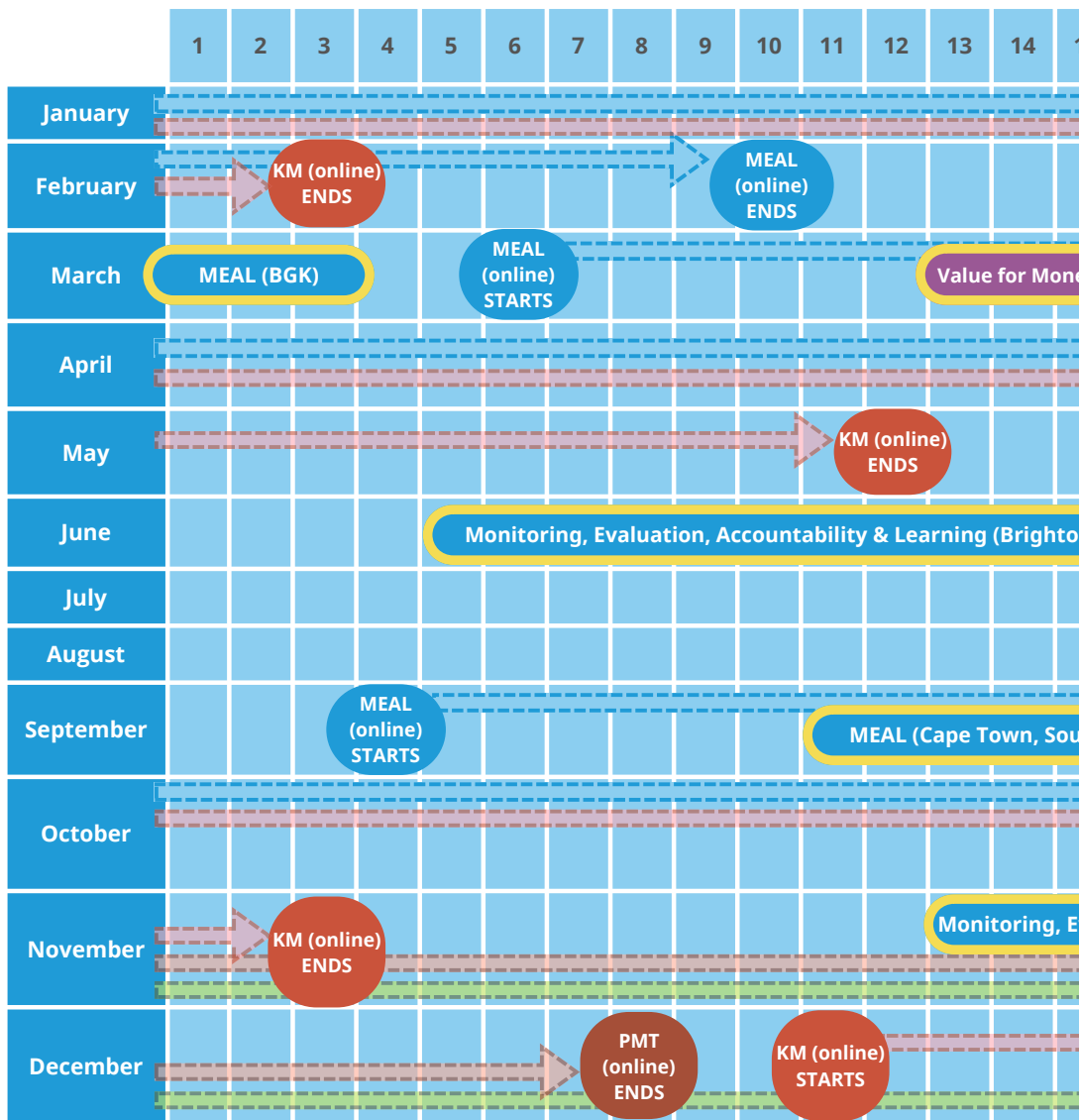
In this 5 or 10-day training, spend your first week getting to grips with MEAL principles, results frameworks, developing MEAL frameworks, gathering data, and creating your MEAL plan, whilst learning from our facilitators and other participants. Then spend your second week embedding key MEAL practices and applying these to live work cases.



Leadership and Management in International Development (LMD)

Become an effective and successful manager to more efficiently influence and coordinate action with others. Network and learn with others in the development sector, exercise new knowledge and skills on topics including influence, motivation and power analysis.

2023 Cours



KM = Knowledge Management

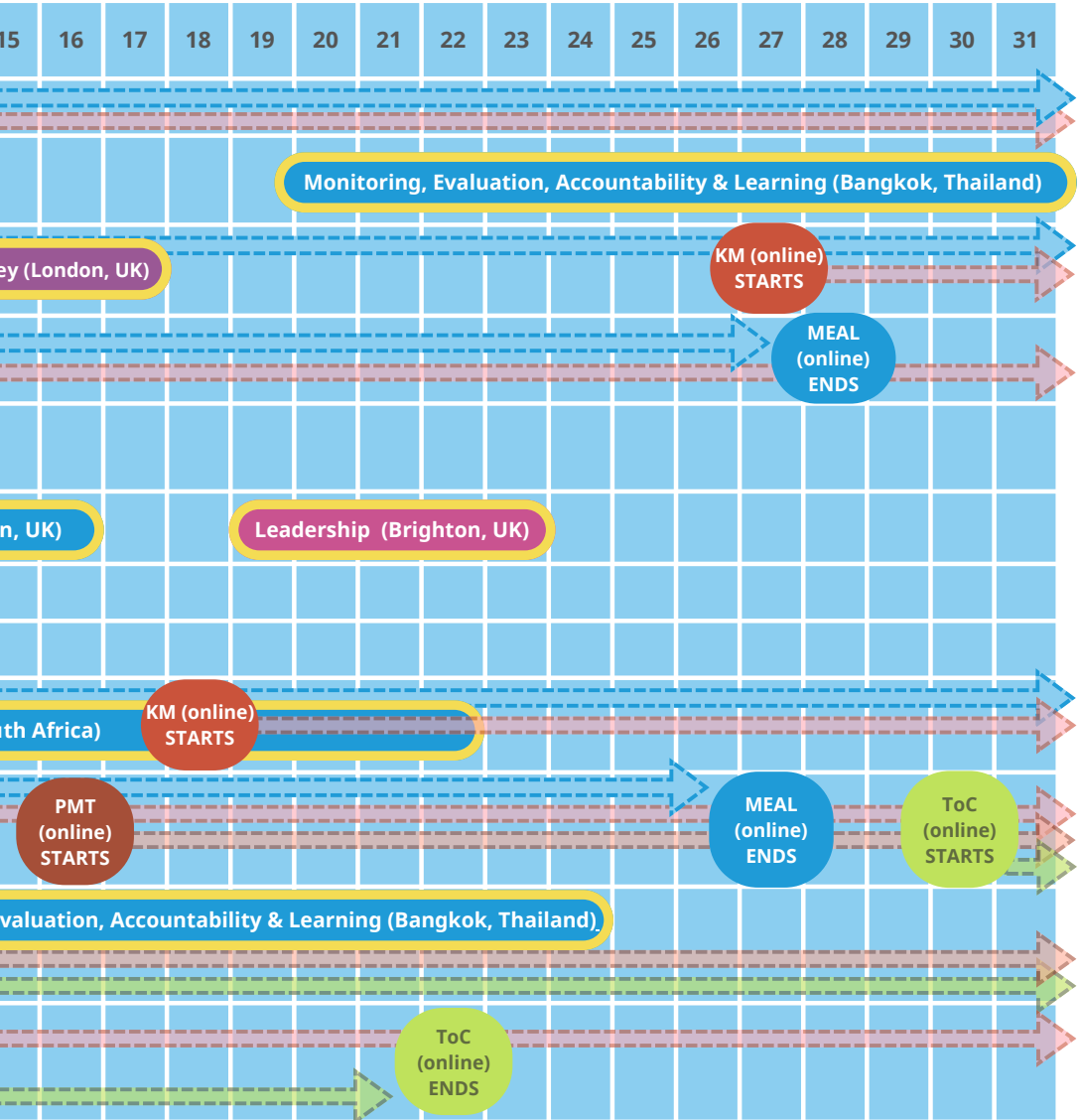
MEAL = Monitoring, Evaluation, Accountability and Learning

PMT = Project Monitoring Techniques

TOC = Theory of Change in Practice

Leadership = Leadership and Management in International Development

e Calendar



View our calendar
on our website!





Consultancy and other work

We work closely with our clients to understand their needs and provide an appropriate and creative response. Our services are available online and in-person and include ongoing support to make sure objectives are met.

The services we offer

Consultancy

A key part of the work we do is fostering and supporting positive change with our clients. Our worldwide network of highly skilled consultants bring a wide range of field and academic expertise, are sensitive to your context, and encourage positive behaviour change.

Facilitation

We offer neutral, customised and supportive facilitation services. Facilitation, reflection, learning, and creativity, in an open environment, can encourage safe expression of opinions, helping organisations gain clarity on objectives and work better towards goals.

Tailor-made Training (TmT)

We can address specific learning needs within your team or organisation by tailoring our training to suit your unique needs. Our training professionals then work with you to develop a suitable tailored learning event that ensures all participants can learn together through a participatory and creative facilitated event, resulting in behaviour change.

Coaching and Mentoring

We offer coaching support as a 1-1 service to help development practitioners share inspiration, improve their performance, overcome challenges and motivate their teams. We provide trusted mentors to assist with faster learning in a process that supports professional development, and progress in individuals' work, life, and career.

Video Production

From script to screen - we create visual media and animation to support your organisational learning, present case studies, and record inspirational change. We also provide participatory video training, a method of filmmaking - getting those in the film, involved in the production process!

Learn more about the consultancy and training areas we work in



Inspiring Change

We create **innovative** solutions with our clients through facilitating honest and meaningful conversations in an **inclusive** and safe space. Sharing of experience and knowledge between people and sectors can help find new solutions to current challenges and **inspire change** in organisations.

We strive to be a leader in providing **innovative** consultancy methods and interactive and participatory training that appeals to and supports professionals in the humanitarian and development sectors.

People choose us because we provide an **inclusive** environment and offer a chance for them to reflect on their individual practice, talk, listen and learn about innovative approaches in development to promote long lasting change. Over the last 40 years we have trained over 20,000 people across 150 countries. We use our expertise in knowing how participants, teams and organisations operate, and help them learn to build their personal and organisation's capacity. We believe **everyone** has potential and holds important tacit knowledge they have gained through their personal and professional journey.



I believe that one of the major reasons why the essential EAFM course has been so successful is because we had specialists in education and training from IMA International as part of the development team from the beginning.”

Chris O'Brien, Regional Coordinator, Bay of Bengal Large Marine Ecosystem Project, Thailand.



We want participants attending our training to **change their behaviour** in some way through the application of improved skills, knowledge, or motivation, ultimately leading to a shift in an organisation's results.

To encourage this, we use participatory Q&A sessions, reflection time and daily learning journals, leading to action planning, highlighting what might be achievable with short-, medium-, and long-term actions to support **behaviour change**. We remain in contact with our participants after the training to offer mentoring, guidance, and to ask them how they have **inspired change**.

It was a very interesting learning experience. The training itself was a change process. It gave us opportunity to look/ think to things differently, widely and even to look inside ourselves with new eyes.”

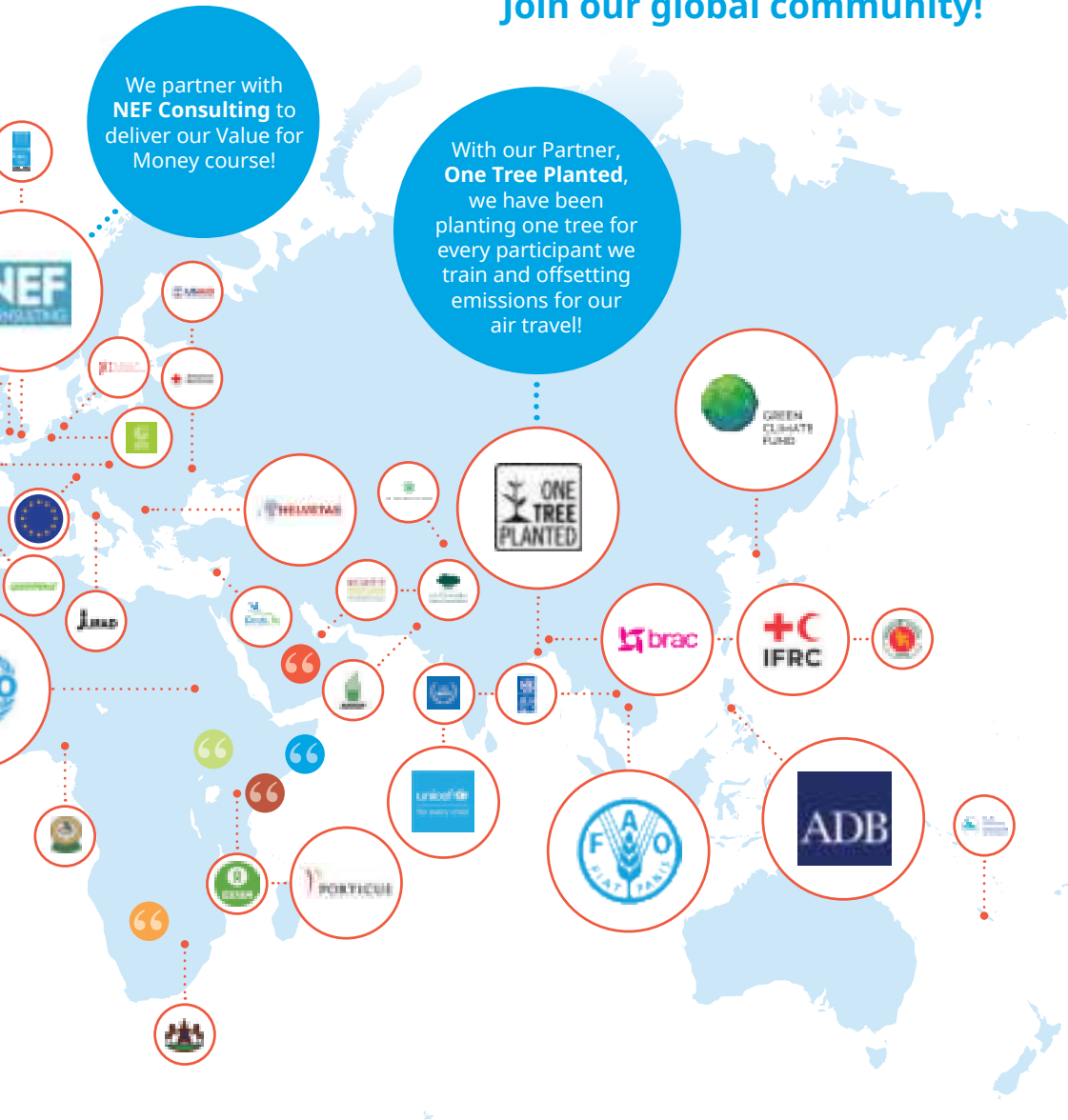
Asma Ben Hassan, Country Director, Global Fairness Initiative, Tunisia

Do you think your organisation would benefit from the support of our training or consultancy services? Contact us now!

Join our global community!

We partner with **NEF Consulting** to deliver our Value for Money course!

With our Partner, **One Tree Planted**, we have been planting one tree for every participant we train and offsetting emissions for our air travel!



Since the course I've seen myself grow to be more ME and discovered the potential within me. I've also seen my team get motivated as a result of my deliberate actions."

**Zainabu Kakungulu, Technical Services Manager,
Sawlog Production Grant Scheme, Uganda**

Excellent, comprehensive and well executed course that provides a good overview of M&E. Friendly atmosphere and good spirit- and everything so well organised."

**Matts Weurlander, Programme Officer,
UNAids, Kenya**



I really learned a lot from the training and I hope this is just the beginning of our professional relationship.”

M. K. Poole, RTI International - Vfm Course Alumni

I came to participate in a program and ended with receiving an exceptional gift: a voyage to improving and appreciating myself. Many thanks to IMA's experts.”

A. Le Theix, Switzerland - LMD Course Alumni

Highly recommended learning course, eye-opening, completely changed my perception and understanding of KM/KS and the course showcased how small tweaks and improvements can have a huge impact. I sincerely appreciate how concise the whole learning course is, and I always learn something new everytime I re-read and watch the resource materials. Thank you Olivia, Silvia and the entire IMA team for the exciting and wonderful KM learning experience! All the best!”

KM Tailor-made Training Alumni

Contact us

t: +44 (0)1273 833030 e: post@imainternational.com



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