

**Innovative**

**Inclusive**

**Inspiring Change**



# IMA International

Consultancy and  
participatory training  
for international  
development

**2024**

# Welcome to IMA International

## A message from our Managing Director...

I take this opportunity, as we celebrate IMA International's 40th year and look ahead to 2024, to reflect on IMA's development and our continuing work providing training and capacity building within the development sector. I joined IMA in 1997, and since then IMA has continued to embody our core values of being innovative, inclusive and inspiring change, whilst working with development professionals around the world.

IMA has always been about people: providing opportunities for anyone to develop skills. We aim to inspire capacity development through our range of open courses, tailored training, and consultancy work. Our open courses, now offered both online and face-to-face, include Monitoring and Evaluation, Project Monitoring, Theory of Change, and Knowledge Management, which has proven a vital component for IMA as organisations express their need to understand how they are learning and progressing. One of our focus areas has always been within the natural resources sector, with ongoing projects including capacity development with the fisheries administration in Cambodia, and tailored risk-management training for BAPPENAS to support planning administration in Indonesia. We are also consulting with Global Fishing Watch, to pilot a training of technical specialists to train governments in using data for fisheries management planning in countries ranging from Central America to the Mediterranean, Asia, Africa and beyond.

Internally, in the last 40 years IMA has moved from filing cabinets, video tape recorders and 3-month-long training, to now considering the use of Artificial Intelligence and the delivery of bite-sized training through digital platforms. The exciting role technology plays in IMA's work, is reflected in our recent efforts to develop more online, enabling greater access and inspiring more clients across the world. That is why we do what we do – we're not just here for training, we want to see results through positive behaviour change.

Every day I hear stories of IMA Alumni who are now director generals, CEOs, and people with influence. We have inspired individuals to develop skills that impact their careers, which in turn impacts the sectors that they serve. We inspire change through the people we connect with, and I am proud of these meaningful connections we have maintained with clients over the years.

I am looking forward to the next generation of IMA to take it to 50 years... and further!

Very best wishes,  
**Chris Grose, *Managing Director***



INVESTORS  
IN PEOPLE



HPass



CPD  
MEMBER  
The CPD Certification  
Service



# 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 time for reflection on individual practice, and an opportunity to talk, listen and learn about **innovative** approaches in development that 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.



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

**ASMA BEN HASSAN, COUNTRY DIRECTOR,  
GLOBAL FAIRNESS INITIATIVE, TUNISIA**



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 highlight what might be possible with short-, medium-, and long-term actions towards behaviour change, we use:

- participatory Q&A sessions,
- reflection time and daily learning journals,
- action planning

We remain in contact with our participants after their training to offer mentoring, guidance, and to ask them how they have **inspired change**.

**Do you think your organisation would benefit from the support of our training or consultancy services?**

**Contact us now!**



# 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

- Training Courses
- Consultancy
- Tailored Training
- Training of Trainers
- Facilitation
- Coaching & Mentoring
- Video Production

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!

# 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.

### Tailored Training

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.

### Training of Trainers (ToT)

Build a core team of trainers within an organisation or project. Training can include adult learning, online and in-person workshop facilitation, mini session delivery practice, and the importance of energisers. We can also look at developing course curation with you so you can develop your own courses in-house using proven techniques and best practice to achieve 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.

### Coaching & 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**





# Online Training Courses




“ This course gave me the basics I expected and turned out to open my eyes on so many unexpected aspects – social elements of starting a new philosophy towards knowledge in your organisation, common traps and errors, examples of existing strategies to avoid reinventing the wheel. I highly recommend.

**JONATHAN THEVOZ, SDC, KM 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 guides 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.



Open our Course Calendar here!

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

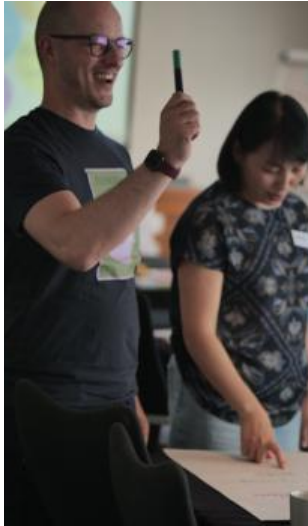


# Face-to-Face Training Courses



Very transformative experience. This course provided me loads of knowledge and practical skills that I can apply in my work. The facilitators were incredibly knowledgeable and engaging in a very supportive learning environment. Thanks to all IMA colleagues and especially our facilitators for making this possible to us!

**SHPEND EMINI,  
MEAL BRIGHTON 2023  
ALUMNI**



## 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
- 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

## Our face-to-face courses



### 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.



### Certificate in International Development Management (CIDM)

Our 15-day CIDM course combines our popular MEAL training with our impactful Leadership and Management in International Development (LMD) training to create a course that will help you to be an efficient and successful manager with excellent monitoring and evaluation skills so that you can create positive change in your team and projects.

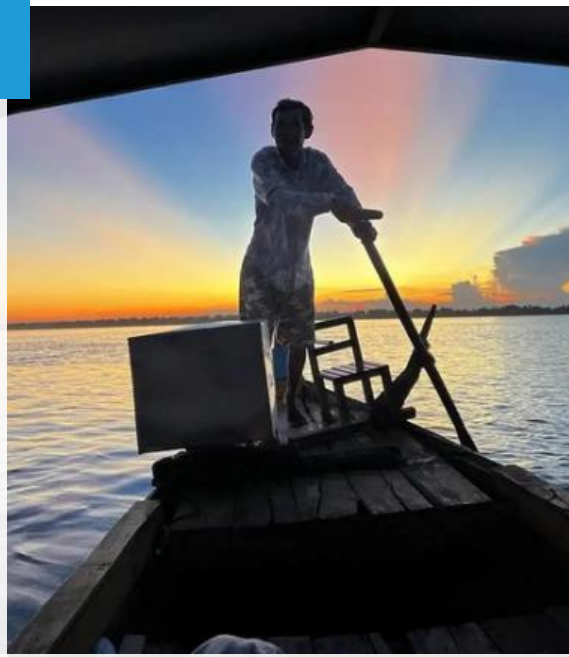
**Apply for yourself or your team -  
enquire today!**

# 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 to apply in various organisational and programme/project contexts.

We provide:

- consultancy and advisory services
- video training development
- organisational assessment and development
- real-time monitoring system development,
- designing and reviewing education/training programmes (online and face to face)
- field or desk-based research
- reporting services



We put a great emphasis on co-creation and a participatory approach - that involves all relevant staff and stakeholders from the start. This ensures full ownership of the deliverables of the consultancy, which could include a strategy with action plans, video, report or any other preferred format.



On behalf of the FishAdapt Team, I would like to thank you for facilitating the 6 capacity development sessions for us, which were very enjoyable and stimulating. I think all of the FA staff involved now have a clearer idea on how we can move forward...Thanks also for your flexibility and patience which allowed for the sessions to focus on the actual challenges the Project is facing. **RICK GREGORY – TEAM LEAD FAO**



# Tailored Training

IMA supports organisations and teams to enhance their capacity, develop human capability and increase efficiency in programmes and operations. Our Tailored Training approach integrates participatory exercises and provides a safe space for teams to collaborate, share knowledge and unlock an organisation's human resources and people's tacit knowledge, to resolve challenges related to processes, responsibilities, roles, and communication.

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 TAILORED TRAINING ALUMNI



We train a mix of Senior, Mid-senior and Junior professionals who want to learn together in various technical areas, such as Ecosystems Approach to Fisheries Management, Agriculture, Theory of Change, Monitoring and Evaluation, Project Management, Knowledge Management, and Leadership and Management. We also offer the option to mix these areas, to provide a training programme that will truly support our client's learning objectives. We integrate feedback loops and work closely with our clients to ensure co-creation and full ownership of the training. Each training is followed up with mentoring sessions 3 months after the course to guide participants, provide assistance and advice where needed, and encourage positive behaviour change.



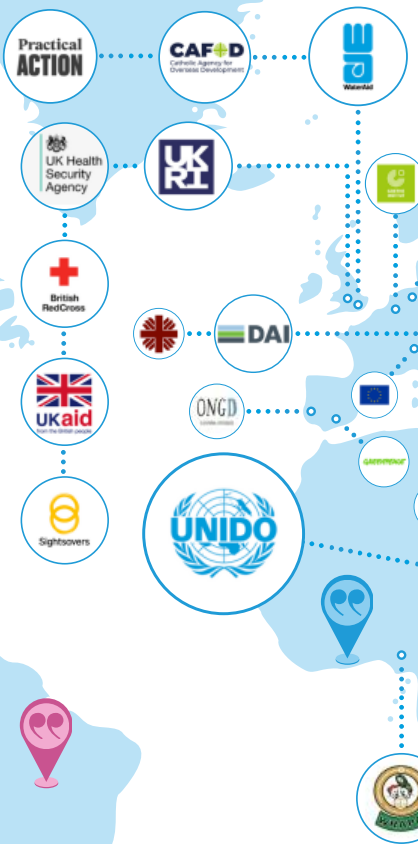
Do you have a team of specialists in your organisation who need to share their knowledge with the wider team? Do they need to enhance their skills in facilitation to deliver an engaging participatory training for their colleagues? IMA offer Training of Trainers (ToT), designed to help organisations make their skilled staff members inspiring trainers. From facilitation techniques for online or face to face workshops, to adult learning, practice running mini sessions, and learning about the importance of energisers, our ToT seeks to support organisations that are ambitious about innovation and facilitating learning internally and with stakeholders. We equip participants with ways to design, facilitate and monitor workshops, as well as how to focus on inspiring positive behaviour change. We provide ToT and advisory services in specialist themes such as food and nutrition systems, Ecosystems Approach to Fisheries Management (EAFM), beyond technical areas, such as Monitoring & Evaluation, Knowledge Management, Leadership and much more. Contact us today to tell us your story and start developing a sharing culture in your organisation!

## Training of Trainers



# Who we work with

Click on an organisation  
and get the latest  
news!



It was not about taking the Theory of Change course, it was 'living' the course. With the vivid experiences I lived here, I'll be able to deal in more powerful way with my partners.

CHRISTIANE ALMEIDA, M&E CONSULTANT, BRAZIL



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



The variety of tools provided on this leadership course was exciting and insightful.

ROZANDI LOUW, DEPUTY REGIONAL DIRECTOR, SWISSCONTACT, SOUTH AFRICA



A lot of material was covered within the 2-week period but I did not feel overwhelmed due to innovative participatory methods used for facilitation. The activities reinforced the new things I learnt.

SAMUEL ATO ANDAM-AKORFUL, LECTURER, GHANA - MEAL COURSE ALUMNI

# Join our global community!



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



This is easily the best professional development course I have attended, and it comes at a crucial time for ROTA.

PAUL GERHARD, REACH OUT TO ASIA, QATAR





Recently I had the opportunity to participate in a KM training program, and I must say it was an exceptional experience. The two experts leading the training were incredibly knowledgeable and skilled in their field. Their expertise and passion for knowledge management were evident throughout the entire program. One aspect that impressed me was the quality of the training material. The modules were well-structured and easy to follow, and they incorporated visuals and music, which enhanced the learning experience. Additionally, the inclusion of webinars added a dynamic and interactive element to the training. It allowed us to have real-time discussions with the experts, ask questions, and gain valuable insights. The webinars provided a platform for further exploration of the topics covered in the modules. One of the highlights of the training was the buddy peer exercises. Working with a fellow participant, we were able to apply the concepts and techniques learned in the training to practical scenarios. This collaborative approach not only strengthened our understanding of knowledge management but also fostered teamwork and peer learning. Overall, I highly recommend this KM training program. The expertise of the trainers, the quality of the material, the use of visuals and music, the engaging webinars, and the buddy peer exercises all contributed to a comprehensive and enjoyable learning experience. I feel equipped with valuable knowledge and skills that I can apply in my professional endeavours. Thank you to the entire team for an outstanding training program!

**PATRICIA CASARES, MÉDECINS SANS FRONTIÈRES, KNOWLEDGE MANAGEMENT ALUMNI**



Arkayai north of Port Sudan on the Red Sea coast. Visit to a remote community about 15 km off the main road through desert sand roads. The people in the photo were looking at fish spawning in this sheltered lagoon area. IMA were working on the Sudan UNIDO capacity development project for Red Sea coast, building institutional capacities for an ecosystem approach to management of the marine fisheries in the Red Sea State.

## CONTACT US

Telephone: +44 (0)1273 833030

WhatsApp: +44 (0)7938079929

Email: [post@imainternational.com](mailto:post@imainternational.com)



**#imainternational**



**imainternational.com**