



In-Tray Exercise

Reference: EoT-18

Correspondence from: 'D'

Addressed to: EoT StipTrainer (you)

Subject: Guest Faculty

As you're aware, we have only recently started to run training courses dealing with women's participation. At present we are having to rely on guest faculty, mainly academics from universities. This is causing serious problems because the behaviour of these people is to treat participants as students. Most of the sessions run by these people consist of long-winded lectures about various topics that are of interest to the guest faculty, but of little relevance to participants.

Although I've attempted to brief guest faculty on what is required it has had little effect on their performance. The situation is made worse because we've been unable to find alternative specialists.

Training courses are a vital component in our strategy to develop the participation of women and to inculcate confidence and higher aspirations. Because of the problems we are experiencing running courses there is a serious risk of destroying the work of our NGO.

Talking recently to a foreign expert, she mentioned using open learning materials. It seems that suitable material is available from Indian sources. The expert suggested that we redesign our courses, so that guest faculty are required to use it - thus preventing them wasting time giving boring lectures.

My fear is that most of these people are academics and will resent being told what to do - in fact they resent any attempt we've made to improve their sessions.

Can you help us?