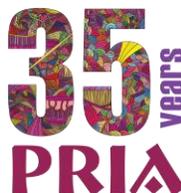




**Kadam Badhate Chalo Phase 2:  
Sports Leadership Workshop Report  
23-25 January, 2017  
Banda, Uttar Pradesh**



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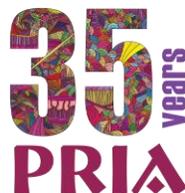
## **Background**

The Kadam Badhate Chalo (KBC) Phase 1 introduced the youth groups with the topics of Gender, Violence against Women (VAW), Equality, Teamwork, Trust, Communication, Leadership and their importance in changing the thinking of society with regards to gender relations, starting with themselves, their families and their communities/villages. Moreover, it ensured that youth groups of boys and girls feel comfortable in working together as a team by bringing in a change of attitude in their everyday life.



The sports interventions in Phase 2 of KBC aim at training the youth groups with the requisite skills that will make them competent and provide confidence to do public events in sports, arts, drama, cultural or any other areas of their interest and spread awareness about issues like VAW and gender equality. This may help the youth leaders to further activate other local youth and community members to join them and spread awareness in their communities.

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## Context

The KBC Phase 2 Sports Leadership Workshop's next destination was Banda district in Uttar Pradesh. **PSD** (Pro Sport Development) collaborated with **PRIA** (Society for Participatory Research in Asia) and **MFF** (Martha Farrell Foundation) along with the local partners **ABSSS** (Akhil Bhartiya Samaj Sewa Sansthan) at Banda and organized the 3 day workshop. This workshop was attended by 33 (20 male and 13 female) youth participants in the age group of 14-24 years. The workshop was led by PSD trainers Tempa Hansdah and Gurmeet Kaur with the support of local partner trainer of ABSSS, Mumtaz.

ABSSS has been involved in social work activities at Chitrakoot and Banda districts of UP for 37 years now. For the past 3 years, ABSSS is working towards the development of Water Aid Facility in Banda and making it Open Defecation Free (ODF). Some of the pressing issues in this area include caste system, gambling, verbal abuse and VAW.



The KBC program started with the Phase 1 Sports Camp in Banda. The idea was to form a youth group that can be empowered with the support of the local partners ABSSS, to spread awareness about the topics like gender and VAW and bring about changes of attitudes within themselves and among their community. The KBC phase 1 sports camp in January 2016 took place in Tindwara Intercollege of Banda district and it was attended by girls and boys from various villages near Banda. After the workshop, the Principal of the school raised objections on how lower caste children cannot play together with the upper caste children. This behavior aggravated into an argument and resulted in the withdrawal of the girls and boys from the youth group by their parents. Therefore, for the KBC phase 2 sports leadership workshop, a new group of boys and girls was formed and it became a challenge for the PSD's trainers to teach them the games and the purpose of the mission from scratch.

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## Processes

### Day 1: 23<sup>rd</sup> January, 2017



Day 1 started at 11:30 AM with the welcome of all the participants from various villages of Banda district in Government Sr. Sec. School, Mahua. The PSD trainers gave a detailed explanation of the Kadam Badhate Chalo (KBC) program as well as the main purpose of the sports leadership workshop. After the welcome session, the PSD trainers started the workshop with the Icebreaker games of

‘Straddle Ball’ and ‘Down & Out’. These games brought up some interesting situations, for example in Down & Out, the boys asked the girls to make a separate team and the girls were also hesitant to mix up with the boys. PSD’s trainers were prompt to handle this situation by explaining the participants that it is very important that girls and boys should work together as equals not only during this workshop but in all walks of life.

Thereafter, the participants enjoyed the game and they became familiar with each other’s names. The games were being played at the playground of the school which it was near the market. As a result, the people near the market gathered around in surprise to see girls and boys playing together. One of the participants, Arpit expressed himself during the debriefing, *“Muje kaafi acha laga ladkiyo ke sath pehli baar khel ke”* (I quite enjoyed playing with the girls, which was a first time for me).

After the icebreaker games, PSD’s trainers decided to take a session on the understanding of game manuals so that the participants were aware about the games that would be played during the entire duration of the workshop. For this activity, the participants were asked to form groups such that each group had an equal number of boys and girls. PSD’s trainers distributed the game manuals to each group and explained the types of games (indoor and outdoor) to all the

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participants with examples. Afterwards, the participants were briefed about the four essential learning outcomes for games in the manual viz. Icebreaker, Leadership, Team-work and Communication. Each group was asked to select games from the manual based on certain scenario provided by the trainers. As the participants were completely new to the games in the manual, they had a lot of difficulty in understanding the purpose of this activity. PSD's trainers

explained to the participants that they have to discuss among their groups about which games and how many games can be played in the scenario provided to them. The participants now had a better understanding of this activity and there was a good discussion between the participants of each group. After each group selected games from the manual based on their scenarios, every group had to send one member to present the rationale behind the selection of the games. PSD's trainers helped the participants during their presentation of the games. This session took more than the allotted time because the participants had a lot of doubts as they were not acquainted with the games. The participants then headed for a lunch break at 01:30 PM.

The post lunch session was on the Roles and Responsibilities of a KBC Sports Trainer. The participants were asked to discuss among themselves and share the points they think were essential for a good leader/sports trainer. There were very good responses from the participants during this activity. Apart from the points given by the participants, PSD's trainers added some more important qualities a good trainer should possess and asked the participants to keep in mind these qualities for the entire duration of the workshop as well as try to implement them in everyday life.

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In the next session, the STEP protocol planning and organization sheet was distributed to each group. The PSD trainers first discussed the STEP protocol with the participants, and then asked them to prepare a STEP protocol sheet for the games they had selected from the manual. The PSD trainers emphasized on thinking like a leader/sports trainer while filling the sheet. One of

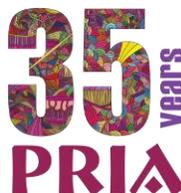
participants, Khushi (14 years), represented her group and thoroughly explained the STEP sheet with clear and crisp instructions. She was applauded by the participants and the trainers. As a result of this exercise, the participants became aware of the following:

1. The tools a trainer requires to organize/ plan before implementing a sports activity.
2. The improvisation a trainer has to make according to the availability of resources that are space, time, equipment and people.
3. The games should be selected according to their learning objectives.

After the STEP planning session, PSD's trainers decided to have some fun by playing an indoor game 'Sitting Volleyball' with the participants. Two teams were divided by the trainers and rules were explained to all the participants. The game created a lot of enthusiasm among the participants as a result of which all the participants displayed tremendous team-work during the game. The idea of adding a refreshment game between two sessions turned out to be very effective because all the participants were charged up to carry out further activities. The participants headed for a short tea break at 03:00 PM.

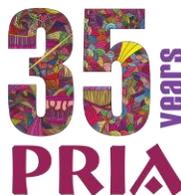
After the tea break, the participants were taught about the steps of delivering a game. This session mainly focused on the first four steps to be followed by trainers to effectively conduct activities. PSD's trainers focused on setting up the equipment, dividing the team, giving the instructions and playing the game. To demonstrate their learning, PSD trainers asked participants to practically conduct various steps of game delivery to enhance their practical understanding. This brought up some interesting scenarios. One of the participants, Narendra Kumar, brilliantly

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set up the game of 'Dragon's Tail' in 10 seconds by instructing the participants to form a chain as it did not require any equipment. He was applauded by the trainers and the participants. Similarly, during the activity of dividing the team, Shivam and Khushi distributed the team together in a very unique way. They lined up the participants and then started fetching them to their side one by one. This was highly appreciated by the trainers. PSD trainer Tempa Hansdah praised the participants by saying, *"Humne abhi tak jitney camp kiye, sab ne equipment setup ya team baatne mein galtiya kiya par aap logo ne koi galti nahi kiya"* (In all of the camps that we conducted, everyone did one or the other mistake while setting up the equipment or dividing the teams, but you guys have not made a single mistake). This was followed by a huge round of applause and the day 1 came to an end with it at 04:15 PM.

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## Day 2: 24<sup>th</sup> January, 2017

There was a huge challenge with the participants of Banda and Chitrakoot with regards to



punctuality. The participants were late on Day 2 and the first session began at 11:00 AM, one hour late from the scheduled time. This session started with a Day 1 recap where trainers asked the participants to share their thoughts about previous day's activities. This session turned out to be very interactive as the participants narrated the day 1 activities one by one. During this session, PSD's trainers noticed that some of the boys were chewing tobacco. They politely

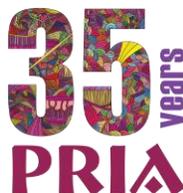
asked them to cleanse their mouth and gargle and instructed them to never enter the classroom with tobacco in their mouth as it is a mark of disrespect for the teacher/trainer.

The recap session was followed by a session on two-way communication and effective communication. The participants were described how two-way communication is necessary



while leading any activity as a sports trainer as well as in everyday life. PSD's trainers explained with examples that two-way communication is the sending and receiving of information that helps in exchange of thoughts between the sender and receiver. In the next topic, the trainers taught the participants the use of 3 techniques for effective communication viz. Verbal, Visual/Demo and Drawing/Writing. To demonstrate this technique, the participants were given an interesting challenge by the PSD's trainers known as the Communication Challenge. Three

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volunteers were selected for this challenge. Each volunteer was asked to demonstrate one game with the use of only one of the 3 techniques of communication. Dheeraj Kusuvaha had to demonstrate verbally, Narendra Kumar had to use the demo or visual representation and Khushi Khushwar had to display using only writing or drawing. The participants found it really challenging to complete the task and therefore understood the significance of using all the three techniques of communication as a sports trainer. This is what the 3 volunteers had to say:

**Dheeraj:** *“Pehli baar aisa kuch kiya hai toh gabrahat ho rahi thi bolte hue. Agar ishara karte toh ache se samjha patey”* (I was nervous because I had never done any challenge like this before. If I was allowed to give a demo I could have explained the game).

**Narendra:** *“Bilkul aasan tha kyuki kal mene game manual ache se padha tha to iss khel ki saari jaankari thi muje”* (It was an easy challenge for me because I had read the games manual carefully yesterday and I had all the information about this game).

**Khushi:** *“Acha tha challenge mein bas ladka ladki ko kese baatna hai wo likhna bhoor gayi”* (It was a good challenge. I only forgot to mention how to divide girls and boys in two teams).

In the next session, the remaining steps of how to conduct a game were demonstrated practically by the PSD trainers. This session mainly focused on the importance of asking feedback questions after conducting the activities so that the learning behind the activity is understood by the participants. It was also made clear that the questions to be asked must not be generic but specific to how the participants play the game, so that the learning outcome of the activity is clear and will also make the session more interactive. It also aimed at the importance of adding progressions in the game to make it more interesting and challenging. When the participants were asked to perform each step of game delivery, they were making a lot of mistakes. It seemed that the participants were unable to understand the activity as well as the instructions in the game manual. For example, Anjali and her team misinterpreted ‘Hand Hockey’ game where she asked the participants from one team to stand and aim at the other team’s stump and similarly asked the other team to do the same without any movement. As the participants were completely new to

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the games, they found it hard to follow the instructions of the game and how it is played. The PSD's trainers helped the participants in understanding the games and emphasized on delivering the game stepwise. In the end, the trainers revised all the steps of game delivery (Step 1 to Step 8) again to make sure that the participants understand the games as well as the activity. To check their understanding and make the learning a fun activity, the trainers played a small quiz with the participants. In this quiz, every group was a separate team and each correct answer would give that team one point. The quiz turned out to be very interesting as each group tried to win it by giving the right answer and gaining the knowledge about all the games. The participants then headed for a lunch break at 01:00 PM.

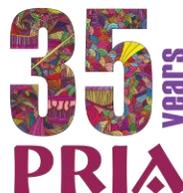
In the post lunch session the excitement among the participants was very high as they were about to play some of the games in the manuals. The PSD trainers conducted a few outdoor games like



'Fruit Salad', 'Line-up', 'Team Relay', 'Captain's Continuous Cricket and 'Not in My House' and one indoor game named 'Keep the Balloon Up', with the youth group and showed them the stepwise implementation of the games and also asked the participants to observe them and how they conduct each game as it would benefit them on day 3 of the workshop. During these games a very interesting thing happened when the PSD's trainers decided to divide the team in 'Team Relay' game

using the method used by Shivam and Khushi on Day 1. This incident caught all the participants' attention and all the participants appreciated the fact that even the trainers are learning from the participants. In another incident during 'Line Up' game, when PSD's trainer Gurmeet Kaur asked the participants for other ways in which they can line up one of the participants, Dheeraj said *"Hum sabko Jaati kay hisab se baantne ko bol sakte hai"* (We can ask everyone to line up on the basis of caste). Before Gurmeet could correct him, another participant named Kajal replied, *"Tum konse zamane mein jee rahe ho. Wo zamana gaya jab jaat ke naam par bhedbhaav hota tha. Hum sab yaha ek hai"* (In which times are you living? Those times are over when there was discrimination over caste. We all are equals here). Her reply was approved by everyone and PSD's trainer Gurmeet appreciated her thinking and suggested Dheeraj to follow the same thinking.

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Like in all the previous workshops, Continuous Cricket was enjoyed the most by the participants in Banda as well. Also the girls performed better than boys here as well. One of the girl participants, Rajni, scored the maximum runs and took two important catches. She was the reason her team won the match and all the boys were surprised by her performance.

In the last activity of the day, participants played the game 'Keep the Balloon Up'. In this game, each group had to form a closed circle with their hands joined and keep a balloon in the air without using their hands and legs. The participants got very excited to play the game and all were seen having fun and enjoying the game. To make it more interesting and challenging the trainers added a progression of keeping two balloons in the air. This progression created a very amusing scene, where the participants were falling, twisting and turning to keep the balloon in the air. The PSD's trainers concluded the day by explaining the participants to always stick together as one team, like they did while playing the Balloon game, because together they can achieve their goal easily.



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### Day 3: 25<sup>th</sup> January, 2017

The participants had managed to make it on time on the 3<sup>rd</sup> day. The first session started at 10:15 AM with a quick recap of the 2 days where all the participants showed active involvement and everyone discussed the previous day's activities openly. The recap session turned out to be very interactive.



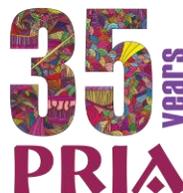
Before putting the participants to the leadership test, the PSD trainers decided to play some more of the games from the manuals with the participants and asked the participants to carefully observe the steps they follow to deliver the games. The following games were played by the participants: 'Bull Dog', 'Beat the Ball' and 'Blindfold Course'. The PSD trainers followed all the 8 steps of game delivery during these games. They also

encouraged the participants to give suggestions on how distinctly they can do these activities. This triggered some interesting ideas from the participants. For example, during the 'Blindfold Course' game, one of the participant named Arpit said, "*Hum ye jo setup hai wo change kar sakte hai taaki thoda mushkil ho jaye aur dono pratibhaagi apas mein zyada baat kar sake*" (We can make changes in the course to make it more challenging so that both the participants have to communicate more). He was appreciated for his idea and his progression was implemented by the trainers. By playing these games the participants learned the following things:

1. Importance of clear communication.
2. Importance of listening to instructions.
3. Importance of trusting each other.
4. Stepwise delivery of games.

After these outdoor games, PSD's trainers decided to play one indoor game named 'Newspaper Building' with the participants. In this game, the participants were divided into 4 groups and

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each group had to work together to construct a building out of the newspapers given to them. The participants were given 10 minutes to complete the task. The game was extremely enjoyed by the participants and all the groups performed well and the tallest building was declared the winner. This game taught the participants how to work together in a team and the importance of planning. The participants then headed for a lunch break at 01:30 PM.



In the post lunch session, the participants went through an Individual Multiple Choice written Quiz. Each participant was given a quiz sheet which had 10 multiple choice questions about all the topics covered in the three day training. The purpose of this quiz was to check for the understanding of the participants and correct their remaining doubts about the topics of the workshop. At the end of the quiz, PSD's trainers discussed the answers with the participants. This quiz helped the

participants to revise all the activities and learnings of three days and the participants seemed ready for the practical assessment.

The participants were given a short tea break of 10 minutes and at around 02:30 PM, the practical assessment of participants began. In this session, 12 participants were identified by the PSD trainers who displayed leadership traits throughout the workshop. These participants were each given a game from the manual to conduct. The kids of the Government Sr. Secondary School were invited to play the games that were being delivered by the identified participants. The selected participants were briefed by the PSD's trainers on what are their responsibilities during the assessment. These participants were excited to lead the games. They did their best to follow all the steps necessary for the successful delivery of games. The selected leaders brilliantly delivered the games within the stipulated time frame and also encouraged the kids

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while leading the games. The identified leaders made sure that the school kids had fun while playing the games as well as learnt the rationale behind each game. PSD's trainers evaluated these participants very well while encouraging them and providing constructive feedback. These identified leaders were given a recap of their game delivery, in which PSD trainers talked to them individually and discussed positive and improvement points. This activity ensured that these youth leaders would deliver these games around the Kadam Badhate Chalo mission.

In the end, PSD's trainers thanked all the participants and the ABSSS trainer for their support and time and also encouraged all the participants to keep in mind the learnings from this KBC Sports workshop and try to implement them in everyday life. Afterwards, PSD's trainer Tempa Hansdah conducted a 5 minute parting game named 'Group Up', which was extremely enjoyed by all the participants and it left smiles and joy on everyone's face.



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## Impact & Lessons

Since the youth group that attended this workshop was not a part of the KBC phase 1 sports camp, there was a disconnect among them regarding the games being played and the aim of the KBC mission. This fact not only made the workshop quite challenging for the PSD trainers but also gave an opportunity to form a strong core group with these young boys and girls. Most of the boys and girls in the workshop were playing together for the first time as their hesitant behaviour was quite evident during the games. Although, there was an initial friction among the participants but as soon as they started to play and work together during the activities, they became more amiable towards each other. Once the participants got acquainted with the games from the manual it became easy for the PSD's trainers to make them understand the objective of the KBC Phase 2 Sports Leadership Workshop. All the participants understood that the workshop will help them learn skills to become a good leader or a sports trainer so that they can further train the kids and youth in their own communities.

One of the female participants, **Rajni Kusuvaha** (15 years old) started the workshop on a very silent note as she wasn't expressing herself completely. On second day of the workshop, when she scored the most runs among all the participants and took the winning catch of the match, her confidence took a remarkable shift. Suddenly she turned into an outgoing person who started expressing her opinions openly. She felt comfortable with the people around her who appreciated and applauded her views.

## Challenges, What Worked & Way Forward

1. Challenges: The challenging part of this workshop was that the participants had no knowledge about the mission and objective of the KBC program. They were also not acquainted with the games from the manual as they were completely new to them.
2. What Worked: As the games were completely new to the participants, most of the participants used the drawings in the game manuals to visualize the game procedure. So the game drawings in the manual helped the participants quickly understand the games.
3. Way Forward: Going forward, the local partners should start preparing the participants for the workshop well in advance by conducting meetings regarding the mission and objective of the workshop.

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