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# STRENGTHEN TEAMS ENGAGEMENT & PURPOSE (STEP)

High Quality Organisational Development  
Training for Teams

Info Sheet

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# **Background**

Local cooperation groups in Nigeria, such as economic, advocacy, social groups, etc face organisational gaps hindering optimal functioning. We aim to bolster these groups through the intervention programme - Strengthen Teams Engagement and Purpose (STEP).



## **STEP Programme Overview**

STEP focuses on enabling teams with tools and skills for sustainable organisational development and efficient local economic progression.

The programme provides opportunities to learn, practice, and perform organisational tasks, transforming them into dynamic, vibrant teams.

Trainees are supported to develop strategic documents and action plans for their groups or organisations with steps they need to take and decisions they need to make to achieve their goals.



## Key Deliverables:

Each group is guided to develop these outputs;

1. Values and principles
2. Vision
3. Mission
4. Goals
5. Objectives
6. Action plan



## Programme Structure

The following five modules can be covered in 3-5 days

1. Group Identity
2. Strategic Planning
3. Team Life
4. Governance and Management
5. Team Building

All modules can be taken in one training or can be offered separately by service providers.

The programme structure recommends a Training Needs Assessment for the groups to identify critical organisational gaps to focus on.



# Target Institutions:

Any team can benefit from STEP.

Examples of teams that can be trained;

- Cooperatives
- Market Associations
- Advocacy groups
- Youth and Women groups
- Unformalised groups
- Farmer groups
- Private sector actors



## Benefits

1. Transformation of groups into organised teams
2. Development of strategic documents and plans
3. Relevant for both urban and rural contexts
4. Engaging learning process
5. Continuous organisational development



# Tools:

1. Facilitators' Manual
2. Power Point Presentation & Learning Slides
3. Educational Posters
4. Participant's Handbook



## STEP Service Providers

Quality assurance is provided through;

- STEP Programme Board
- STEP Master Facilitators
- STEP Facilitators across the country



# Facilitator Certification Criteria

1. Attend a STEP training course, perform a demo presentation and get approval from a STEP master facilitator
2. Execute at least two roll-out programmes supervised by a master facilitator
3. Evaluation of deliverables/outputs through the Master facilitator
4. Feedback on the implementation of the STEP programme from the trained groups.
5. Certification through the STEP Programme Board



## ***Programme***

Pro-Poor Growth and Promotion of Employment in Nigeria - SEDIN  
Green Innovation Center for the Agriculture and Food Sector - GIAE

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## ***On behalf of***

The German Federal Ministry for Economic Development and  
Cooperation (BMZ)

