1.0 BACKGROUND

In preparation for the Decentralized Facility Financing (DFF) scale up training in the three Performance Based Financing (PBF) Pilot States-Nasarawa, Ondo and Adamawa, a two day Training of Trainers (TOT) workshop was convened at the Koraf Hotels and Apartments Conference Hall in Dawaki, Abuja on May 8th and 9th, 2014. The workshop was organised to equip National and State facilitators with adequate facilitation skills necessary for leading interactive training sessions at the planned DFF LGA scale-up training. The Master Trainer, Ms. Amara Igboegwu led the facilitation skills development and practice sessions. There were a total of 25 participants in attendance.

2.0 TRAINING

DAY 1

The first day of training commenced with the creation of teams. Each group consisted of a mix of facilitators from Adamawa, Nasarawa and Ondo States as well as first time facilitators from the National Primary Healthcare Development Agency (NPHCDA). The teams were: Field Marshalls, Winners, Excellence, Unity and Achievers; each group formed a creative team slogan- the activity was carried out to immediately establish a bond within the groups and to also facilitate teamwork and promote goodwill.

Teams were led through an interactive session on Learning Styles. It was important to help participants discover their learning style in order to gain insight on how to tailor future training sessions. During the VAK (visual, auditory and kinesthetic) Quiz exercise, it was discovered that learning was predominately facilitated through visuals and active participation and much less through lecturing. This provided a good platform to discuss the characteristics of adult learners- a topic where everyone was knowledgeable. After the session on basic facilitation skills, each
team was assigned a DFF session plan and a PowerPoint Presentation to help guide their subsequent mock training.

3.0 PRACTICE

Teams **Winners** and **Field Marshalls** were the first to put to practice their facilitation skills. Team Winners facilitated the session on **Decentralized Facility Financing** and hoped that at the end of their session, their audience would:

- Understand the current status of the Nigerian health system: financing and inputs
- Define DFF
- Differentiate between DFF and other health facilities
- Mention at least three characteristics of DFF
- Define health facility autonomy
- Mention at least four characteristics of autonomous health facility

At the end of the session, the Master Trainer and other group members, gave some feedback to Team Winners to enable them improve the quality of their training session in preparation for the DFF scale-up.

Next, **Team Field Marshalls** led the training on **DFF Contracts**. The session objectives for the audience were:

- To mention types of DFF Contracts; and differentiate between the 2 types
- To explain how finances received/earned will be used within the contracts
- Explain the reporting obligations of the Health Facilities

Again, feedback was given from the Master Trainer and other teams. In addition, some key points were raised on several DFF terminologies that needed to be clarified. At the end of both sessions, the World Bank Consultant, Dr. Ritgak Dimka, drafted a PBF vs. DFF factsheet to help facilitators understand salient differences between the two health system approaches.
DAY 2
The second day of training commenced with a highly interactive training on Health Management Information Systems (HMIS) by Team Excellence. The session objectives for the audience were:

- To highlight 5 key services in the monthly HMIS report
- To underscore need for appropriate use of registers

The team developed case studies that will greatly enrich the upcoming DFF scale-up activities. Team Excellence received commendation on their facilitation of the training but was, however, cautioned regarding the correct use of the projector.

The next team, Team Achievers, was outstanding in their highly interactive training session on Ward Development Committee. They did a thorough job of following the facilitation techniques that were taught the day before. The objectives of the session for the audience were:

- Describe the composition of the WDC
- Mention at least 3 functions of the WDC under DFF
- Explain the operational guidelines for the WDC and its relationship with DFF Facilities

At the end of the session, questions were raised pertaining to the current composition of the WDC. This was finally resolved by Mr. Adeniyi Ekisola, Deputy Director, Health Systems Support, NPHCDA. The Achievers were particularly good at using role play and group discussions to invigorate their session.

The final presentation of the day was facilitated by Team Unity. Their interactive session focused on Action Plans and DFF Financial Reports. They incorporated a case study that was used to facilitate their session effectively. Their training objectives were:

- Mention at least 3 key elements of a DFF Activity Plan
- Fill in an Activity Plan for DFF Health Facilities correctly
- Record a financial report for one quarter
At the end of their session, Team Unity received feedback from the various groups. They were generally commended for their use of a case study and for the effective use of group work exercises.

The Master Trainer ended the TOT session by reviewing her expected outcomes to which everyone acknowledged had been met. At the end of the session, Dr. Olubajo was invited to lead the discussion on the PBF vs. DFF Factsheet. Corrections and contributions were made from representatives at the National level, State level and the World Bank. The PBF vs. DFF factsheet was eventually adopted by the general assembly. Closing remarks were made by Dr. Nnenna Ihebuzor, the Director, Health Financing-NPHCDA.

4.0 CHALLENGES
- Insufficient training time.
- DFF Manual created some confusion during the training due to some of the terminologies and aspects that facilitators felt were still PBF inclined.

5.0 RECOMMENDATIONS
- There is need for subsequent TOT training at the state level. Even though the teams did well, not all facilitators were able to practice their facilitation skills. In order to conduct effective PBF and DFF Scale-up trainings, it will be necessary to conduct more Training of Trainers workshops to help strengthen the quality of scale-up trainings at the local government level.
- A finalized version of the DFF manual should be made available before the DFF scale-up exercises commence.
6.0 CONCLUSION

The two day Training of Trainers workshop was a success. The programme afforded facilitators with the opportunity of re-acquainting themselves with the DFF Manual. It also gave them a chance to mock facilitate the modules for the upcoming DFF Training. The feedback sessions were particularly important in highlighting areas for improvement and the class saw a marked improvement in the quality of training from day one to day two. Overall, the training was highly interactive- the use of energizers also enhanced the conducive learning atmosphere.
ANNEX 1. TRAINING OF TRAINERS WORKSHOP IN PICTURES

Team Field Marshalls working on their session plan: DFF Contract
L to R: Manga, Solape, Zibita and Adamu

Team Excellence discussing HMIS strategies
L to R: Mohammed, Jatau, Niyi, Christine, Dr. Olubajo and Arushi
Overview of training groups: L to R Field Marshalls, Winners, Ctr. Excellence, Unity, Achievers

L to R Winners: Dr. Urua, Pst. Omega, Dr. Aladeniyi, Mr. Moses, Mrs. Julianne Umar, E.C. (Nasarawa) Dr. Janet Angbazo, Mr. Mohammed Mashin
L to R Team Unity Dorcas, Lami, Dr. Pariya, Simon and Mathias preparing the Activity Plan/Financial Reporting session

Team Achievers L to R Pharm. Foluke (purple), Seyi, Kemi, Mike and Ezekiel working of slides for the session on WDC
## ANNEX 2. LIST OF ATTENDANTS

<table>
<thead>
<tr>
<th>S/O</th>
<th>NAME</th>
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<th>PLACE OF WORK</th>
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ANNEX 3: DO YOU KNOW YOUR LEARNING STYLE?

VAK QUIZ

Choose the answer that suits you best.

1. You are going to cook a special meal for your family. Do you:
   A. cook something that you know without the need for instructions
   B. flip through the cook book looking for ideas from the pictures
   C. telephone a friend and get some recipes over the phone.

2. Do you prefer a lecturer who likes to use:
   A. diagrams, slides, charts
   B. discussion and guest speakers
   C. field trips, practical sessions, and laboratory sessions.

3. A group of tourists wants you to help them find out about national parks for them to visit. Would you:
   A. drive them to the national parks
   B. show them slides and pictures
   C. give them a talk on national parks.

4. You want to buy a new stereo system. What would most influence you apart from the price:
   A. going to listen to it
   B. how it looks
   C. someone talking about it.

5. I prefer to learn how to work on a computer
   A. by doing it, then when I get suck, to ask questions or look up the answer
   B. by watching someone first
   C. by listening to someone tell me the steps about how to do it.

6. When getting directions:
   A. I want to see a map or have one drawn for me
   B. I prefer to hear how to get there,
   C. I want to be pointed in the right direction and will find the place sooner or later. I am frequently in trouble with a spouse or friend who does not want to drive around for an hour while I am getting a sense of where to go.
7. I can find something more believable if:
   A. I can see it
   B. I hear about it
   C. I feel it is real.

8. I can remember:
   A. what a friend looks like
   B. how a friend sounds
   C. how I feel about a friend.

9. When you recall a time you were immensely attracted to someone, what was the very first thing that attracted you to them? Was it:
   A. the way they looked
   B. something they said to you, or what you heard
   C. the way they touched you, or something you felt.

10. When you recall a particularly wonderful holiday you had, what’s the first the very first experience you remember? Was it:
    A. the feeling you got by holidaying there
    B. the way the area looked
    C. the sounds you heard there.

11. When my problems get me down, I find it helps to:
    A. write them down so that I can see them clearly
    B. sort them out internally until they make sense
    C. talk or listen to another person until my problems sound easier.

12. When I make decision, it helps to:
    A. hear both sides of a dialogue within my mind
    B. sense how I would feel if either choice came to pass
    C. picture the possible choices in my mind’s eye.

13. Which group do I tend to favour:
    A. music, musical instruments, the sound of the sea, wind chimes, concerts
    B. ball games, woodworking, massage, touching
    C. photography, painting, reading, sketching, films.
14. When I buy an article of clothing, after first seeing it, the very next thing I do is:
   A. take another really good look at it or picture myself wearing it
   B. get a feeling about it and/or touch it to see if it’s something I’d enjoy wearing
   C. listen closely to the salesperson and/or have a conversation with myself giving the pros and cons of buying it.

15. At the gym, my experience of satisfaction comes first from:
   A. feeling my body getting stronger and sensing it’s more in shape
   B. seeing myself in the mirror getting better
   C. hearing myself or others say how good I’m looking.

16. When I have occasion to use mathematics, I check my answer by:
   A. looking at the numbers to see if they look correct
   B. using my fingers to check my answer
   C. saying the numbers in my head.

17. At the beach, the very first thing that makes me glad to be there is:
   A. the feel of the sand and the sun on my body
   B. the look of the sand, the sun, and the water
   C. the sound of the waves and the wind.

18. When I get totally motivated, the first thing that happens is:
   A. I can actually feel myself getting psyched up
   B. I see things from a new perspectives
   C. I talk to myself about how good things are.
Find and circle the answers you chose previously.
Tally your answers below.

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Now add up your responses
Visual
Auditory
Kinesthetic