

2026 TRAINING PROGRAMME



FOR A STRONG SOCIAL FABRIC

*Our 2026
programme is
designed for those
wanting to make
tangible impact and
change.*



LEARN MORE

www.civilsocietyacademy.org

EXCEPTIONAL LEADERSHIP MASTERCLASS

CREATE IMPACT AND LEGACY FOR A BETTER WORLD

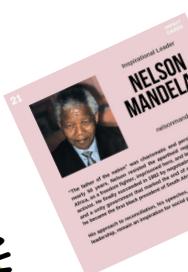
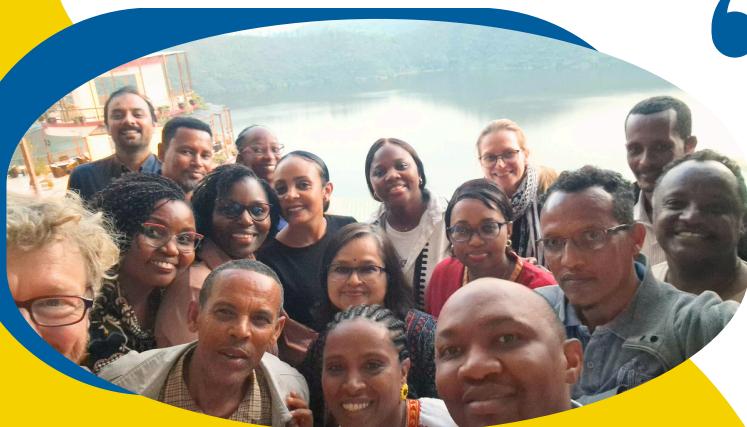
MODULE 1: KENYA / 06-10 JULY 2026

MODULE 2: ETHIOPIA / 14-18 SEPTEMBER 2026

“

Participating in this Exceptional Leadership Masterclass has elevated my skills and confidence in profound ways. Before attending, I felt like a leader of a small football club. Now, it feels as though I've joined the international league, stepping onto a much grander stage. This masterclass is, without a doubt, the best training I have ever received. I am incredibly inspired and equipped to lead at levels I never imagined possible.

- Dildar Mehmet (Head of Project, Welthungerhilfe Turkey)



**IN THE PAST DECADE,
MORE THAN 200 NGO
LEADERS HAVE EMBARKED
ON THIS LIFE-CHANGING
LEADERSHIP EXPERIENCE.**



THIS IS NO ORDINARY LEADERSHIP TRAINING



**EUR 2900 P.P.
(DISCOUNTS AVAILABLE)**

THIS TRAINING INCLUDES:

- Two training modules in Kenya and Ethiopia
- One-on-one coaching
- Accommodation in a relaxed environment
- Meals and snacks
- All training materials
- Masterclass Certificate

LEARN MORE



KEY TOPICS OF THE MASTERCLASS

SELF-LEADERSHIP

- Deep dive into your leadership style, your values, talents, and your life purpose.
- Develop seven leadership habits for exceptional civil society leaders, such as Think People or Strategic Leadership.
- Improve your communication and coaching skills.

TEAM LEADERSHIP

- Deep dive to analyse your team and how you lead or manage the team members.
- Learn how to increase team performance through performance management, conflict resolution and agile management systems.
- Explore how to improve meetings and collective decision-making processes in teams.

ORGANIZATIONAL LEADERSHIP

- Analyze other civil society organizations through the Impact Navigator available under www.impactcards.org and its four spheres: purpose, culture, impact and resources.
- Learn practical ways to improve your organizational leadership, for instance through best practices in strategy processes, developing a theory of change, optimizing core processes, or attracting talent.
- Deep dive into exploring your organization and potential change processes to make it more impactful and future-proof.

CIVIL SOCIETY

- Explore the roles and the ecosystem of civil society, and how it affects democracy and justice in your country.
- Deep dive into selected civil society roles, such as advocacy and watchdog functions, organizing and empowering people, and social innovation.
- Be inspired by 100+ case studies of civil society leaders, and by guest speakers and organizational visits, which will open new perspectives on how you can change the world.



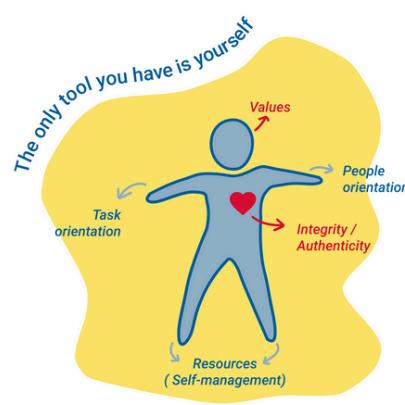
MASTERCLASS FACILITATORS



Sohini Paul has over thirty years of experience in the development sector. She is grounded in a strong Social Science background, with master's degrees in Geography and Regional Planning. She is also a certified Life and Leadership Coach who blends analytical insight with a deep commitment to human growth and transformation.

Sohini has worked with a wide range of social change organisations on issues of local self-governance, right to information, and land rights. She has extensive experience in building the capacities of civil society groups – from grassroots communities to large networks.

Passionate about strengthening civil society, Sohini is known for her warm and inclusive facilitation style. She creates learning spaces where people feel inspired, curious, and ready to grow.



Joachim Schwarz is passionate about social justice and co-creation. In 2014, he left his NGO career to embark on a mission to support civil society actors and social entrepreneurs in becoming more powerful and innovative. Together with his colleagues, he founded the Civil Society Academy, which began its journey in India and later expanded to many parts of the world.

In 2023, Joachim established Civil Society Academy International as a social enterprise in Germany. With more than 20 years of experience across Africa and Asia, he brings deep insight into the realities and potential of social change.

Joachim is an outstanding trainer and coach who loves facilitating collective processes that are creative, fun, and deeply impactful. His work focuses on leadership, culture, innovation, and strategy – always with a strong commitment to empowering disadvantaged groups. Now based in Berlin, he continues to inspire and support changemakers worldwide.

4 DAYS IN PERSON TRAINING



ETHIOPIA, KENYA, UGANDA, CAMBODIA



700 EUR p.p for International and Affiliated NGOs / 350 EUR p.p for National NGOs

Discounts: 50% for National NGOs, 20% Early Bird, 10% for Groups of 3 and more

LEADERSHIP AND MANAGEMENT FOR NGOS

Become an empathetic leader and empower your team

- Purpose-driven: Develop your self-awareness, leadership values and personal leadership style.
- Core management skills: Learn practical tools for communication, team leadership, conflict management and coaching.
- Leading teams effectively: Enhance motivation, collaboration and performance in diverse NGO contexts.
- Applied and reflective learning: Experience interactive role plays, peer exchange and guided reflection.

[03-06 FEB IN KAMPALA](#) >

[07-10 SEPT IN PHNOM PENH](#) >

LOCALISATION & NEW PARTNERSHIPS

Pioneering pathways to shifting the power

- Learn practical tools to assess organisational readiness and identify the internal shifts needed to advance on the localisation and decolonisation agenda.
- Explore trend-setting organisations such as ActionAid and Family for Every Child.
- Co-create pathways to build collaborative and mutually accountable partnerships between INGOs, local NGOs, and community actors.

[13-16 JULY IN ADDIS ABABA](#) >

SOCIAL ACCOUNTABILITY

Empowering citizens, improving systems.

- Build a clear understanding of social accountability and why it matters for better governance and services.
- Learn practical tools like community scorecards, public hearings, social audits, and budget tracking.
- Strengthen skills to gather evidence, amplify community voice, and engage authorities constructively.
- Design accountability processes that lead to real improvements in policies, services, and trust.

[18 - 21 MAY IN NAIROBI](#) >

ADVOCACY

Build coalitions and influence policy-makers

Perfect for NGO professionals seeking to enhance their advocacy efforts, strengthen social accountability practices, and create lasting impact in their communities.

- Design effective advocacy strategies using context and power analysis and the Advocacy Canvas.
- From plans to practice: apply the advocacy cycle to respond to changing contexts and opportunities.
- Build and manage advocacy coalitions, including roles, governance, trust-building, and collective decision-making
- Influence policymakers through practical strategies such as lobbying, providing evidence, strategic messaging, and targeted policy interventions

[12 - 15 MAY IN ADDIS ABABA](#) >

For leaders and advocates who want to strengthen their advocacy practice, work effectively in coalitions, and increase their influence on policy and decision-making.

4 DAYS LIVE ONLINE TRAINING

 **ONLINE & LIVE-FACILITATED**

 **360 EUR p.p for International and Affiliated NGOs / 180 EUR p.p for National NGOs**
Discounts: 20% Early Bird, 10% for Groups of 3 and more

PROJECT CYCLE MANAGEMENT FOR NGOS

Driving NGO success through robust project cycles

- Master the essentials of project management to create meaningful, lasting change!
- Our training provides NGO professionals with practical tools such as personas, stakeholder mapping, value propositions, theory of change, and game plans to effectively plan, implement, monitor, and evaluate projects, ensuring sustainable and measurable results.
- Gain valuable insights to enhance your skills, optimise resources, and elevate your impact.

10-13 NOV / LIVE ONLINE 

Perfect for NGO professionals seeking to enhance project effectiveness and create lasting positive change in their communities.

FUNDRAISING STRATEGIES FOR NGOS

Master the art of fundraising

- Master the essentials of fundraising to empower your NGO's mission!
- This training provides NGO professionals with proven strategies to develop impactful fundraising campaigns, engage donors, and secure sustainable funding.
- Learn practical tools like persona, donor mapping, funding mix, funding funnel and resource mobilisation canvas to craft compelling messages, build relationships, and maximize resources.

06 - 09 OCT / LIVE ONLINE 

Perfect for NGO professionals aiming to enhance their fundraising skills, strengthen donor engagement, and drive lasting support for their cause.

NEW ONLINE WORKSHOP

 **580 p.p for International and Affiliated NGOs / 290 EUR p.p for National NGOs**

Discounts: 20% Early Bird, 10% for Groups of 3 and more

HACKATHON FOR EVERYONE

AI for NGOs

Transform your work today



ZeroHunger.ai

CIVIL SOCIETY ACADEMY

- **Work on your real challenges:** Bring your specific NGO problem — whether it's citizen behaviour change, fundraising, or monitoring and develop a concrete AI-supported solution.
- **Hands-on mentoring from AI practitioners:** Get close, practical guidance from mentors: refining your challenge, identifying the right AI tools, prototyping solutions, and testing what works.
- **Build practical, ready-to-use prototypes:** By the end of the hackathon, each team will have a functional prototype built with tools like ChatGPT, Replit, Lovable, or other no-code AI environments.
- **Collaborate, learn, and exchange:** Work alongside fellow NGO innovators, share approaches, compare use cases, and gain actionable AI skills that you can directly apply in your organisation.

09 - 10 FEB / LIVE ONLINE 

REGIONAL OFFERINGS



INDIA & NEPAL



INR 45,000 p.p for International and Affiliated NGOs / INR 18,000 p.p for National NGOs

Discounts: 20% Early Bird, 10% for Groups of 3 and more

SOCIAL ENTERPRISE DEVELOPMENT

Building sustainable ventures with profit and purpose

- Understand the core concepts of social business and entrepreneurship, and how they differ from traditional models.
- Identify community or market problems and convert them into viable, mission-driven venture ideas.
- Design a sustainable social business model (value proposition, beneficiaries/customers, revenue streams, impact logic).
- Meet Social Business Founders and Learn together.
- Measure and communicate social impact clearly to stakeholders, funders, and communities.

[09-12 JUNE IN KATHMANDU](#) 

LEADERSHIP AND MANAGEMENT FOR NGOS

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[10-13 MARCH IN DELHI](#) 

[17-20 NOV IN KATHMANDU](#) 

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[14-17 APRIL IN DELHI](#) 

Perfect for NGO professionals seeking to enhance project effectiveness and create lasting positive change in their communities.

TAILOR-MADE PORTFOLIO

01 LEADERSHIP TRAINING AND COACHING

- We have facilitated 100+ leadership development workshops and coached hundreds of civil society leaders worldwide. We also developed customized modules for women leadership.
- Our values-driven leadership approach strengthens team cohesion and adaptive leadership across organizations. We touch the heart of many participants and guide them on their path of personal change.
- Outcome mapping shows our programs create long-term transformation in leadership style and career development.

02 ORGANIZATIONAL STRATEGY & CHANGE

- We guide strategy processes using our Impact Navigator framework and tailor-made civil society templates.
- We have supported dozens of INGOs and NGOs in developing strategies that drive real organisational change including fundraising strategies for organisation growth.
- Our strategic facilitation creates clarity in complexity and enables high-impact, aligned decision-making.

03 STRATEGIC HUMAN RESOURCE MANAGEMENT

- We conceptualize strategic HR systems that link people development with organizational performance in smaller NGOs.
- We are developing an AI-supported HR platform to strengthen HR capacity where no formal HR units exist.
- Through our partnership with Nivedita Narain (ex-PRADAN), we bring world-class HR expertise into our programs.

04 FUND-RAISING

- We have developed fundraising and communication strategies for NGOs and coalitions, strengthening their visibility, credibility, and long-term financial sustainability.
- Our trainings have equipped dozens of organizations with practical skills to communicate their impact, reach the right audiences, and build strong donor relationships.
- We have created tailor-made tools and templates that help partners articulate their value proposition, showcase results, and systematically improve their fundability and findability.

05 LOCALIZATION & NEW PARTNERSHIPS

- We developed context analysis and advocacy strategies for localisation in eight countries.
- We are creating a Localisation Readiness Assessment Tool for INGOs and local partners, in collaboration with partners in Kenya and Nepal.
- We design collaborative partnership models that shift power and strengthen equitable cooperation.

06 MULTI-ACTOR PARTNERSHIPS

- As BONGO's principal capacity building partner (since 2025) for multi-actor partnerships, we deliver six annual trainings (English & Spanish) for members of German-funded partnerships per year.
- We have supported multi-actor partnerships on land rights, environment, and value chains for over eight years.
- Our toolbox and facilitation have contributed to policy gains such as improved land legislation implementation in Sierra Leone and Liberia.

07 ADVOCACY & COALITION BUILDING

- We developed dozens of advocacy strategies using our advocacy canvas, context tools, and social accountability toolbox.
- We work with partners like Welthungerhilfe and SightSavers International, strengthening advocacy coalitions on the right to food and disability rights.
- Our tools have been used in hundreds of applications globally, enabling more coordinated and impactful advocacy.

08 INNOVATION & USE OF AI

- We pilot AI-enabled solutions, including monitoring tools, assessment tools, and AI-powered Learning Management Systems for civil society.
- Through our partnership with zerohunger.ai, we run AI hackathons and support NGOs in their AI transformation journeys.
- We love design thinking and innovation processes. Since 2017, we have supported five innovation challenges and helped develop digital impact solutions such as Aloi and the Child Growth Monitor
- We provide support for developing learning management systems and video learning materials.



BUILDING A STRONG SOCIAL FABRIC

We are an agile team of experienced facilitators, certified coaches, and designers from civil society.

WHY CHOOSE US

- We have some of the best Facilitators and certified Coaches
- We put your challenges at the centre of the processes
- We have a broad expertise on topics that matter for Civil Society
- We have developed an extensive range of accessible tools that are tailor-made for NGOs

[**READ OUR MANIFESTO**](#)

WHAT WE DO



Transformative Training and Coaching for NGOs



Design and Facilitate Customized Solutions for Change



Develop game-changing toolboxes for civil society



Inspire and Train Exceptional NGO Leaders Worldwide



www.civilsocietyacademy.org



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Offices in Berlin, Addis Ababa, New Delhi