## Table of Contents

Introduction to the Guide Purpose of the Guide Objectives of the Guide	11
How to Use This Guide  Section 1: Introduction to the Community Voices Program	í
I. Introduction to the Community Voices Program Goals of the Program Participatory Training Approach Focus on Shared Group Leadership Description of Program Outcomes	15
II. Building a Community Leadership Base Through Training Training Curriculum for Emerging Leaders Training Workshop for Co-facilitators (Existing Leaders) Training Workshop for Sponsoring Organization Staff	18
III. Phases of Program Implementation	23
IV. Steps to Program Implementation	24
V. Resource Requirements for Program Implementation Skills Needed for Program Implementation Organization Requirements Benefits to the Organization, the Community and County	25
VI. Involvement of Community Leadership Structures in the Organization  Evaluating the Program and Following Up Involve Leaders in Existing Organization Structures Benefits to the Organization	28
VII. Communities and Organizations Working Together on Issues	29

Section 2: Introduction to Participatory Training	
I. Introduction to the Training Workshop for Staff of an Organization  Goals of the Training Workshop  Structure of the Workshop Sessions  Summary of the Workshop Sessions	33
How to Use the Training Manual	
II. Training Workshop Outline  Session One Introduction to the Community Voices Program Overview: How Community Voices can fit into your organization Opening the Training Workshop Factors Affecting Learning Introductions: Getting to Know Our Group Tailoring the Workshop to Staff Needs and Concerns What is the Community Voices Program?	37
What is the Community Voices Program?  Session Two Understanding Participatory Styles of Training Overview: Community Voices Style of Training Two Points of View of Teaching Methods of Communication Verbal and Non-Verbal Listening Skills Leading Effective Discussions A Review of Community Voices Participatory Training Strategies	61
Session Three How to Train Emerging Leaders Overview: Community Voices and the Emerging Leader How to Use the Manual, "Community Voices: A Participatory Training Guide for Community Co-Facilitators" Co-facilitating Community Voices Practice Sessions Training Existing Leaders to be Co-facilitators	81
Session Four Review of the Program Implementation Process Overview: Managing, Monitoring, and Mentoring Using the Management Guide Closing the Training Workshop	93
III. Tool Kit for Training Workshop	99